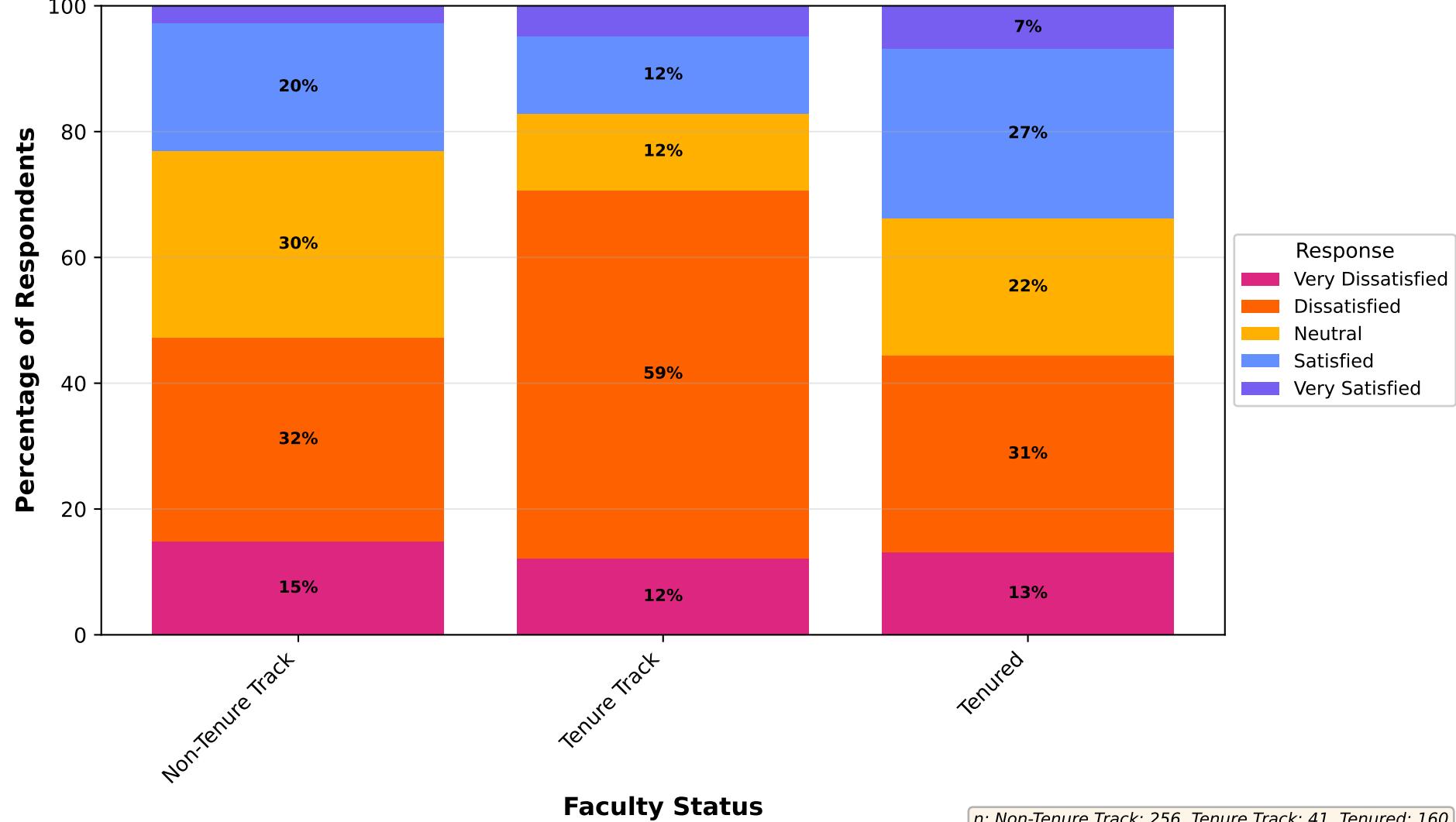
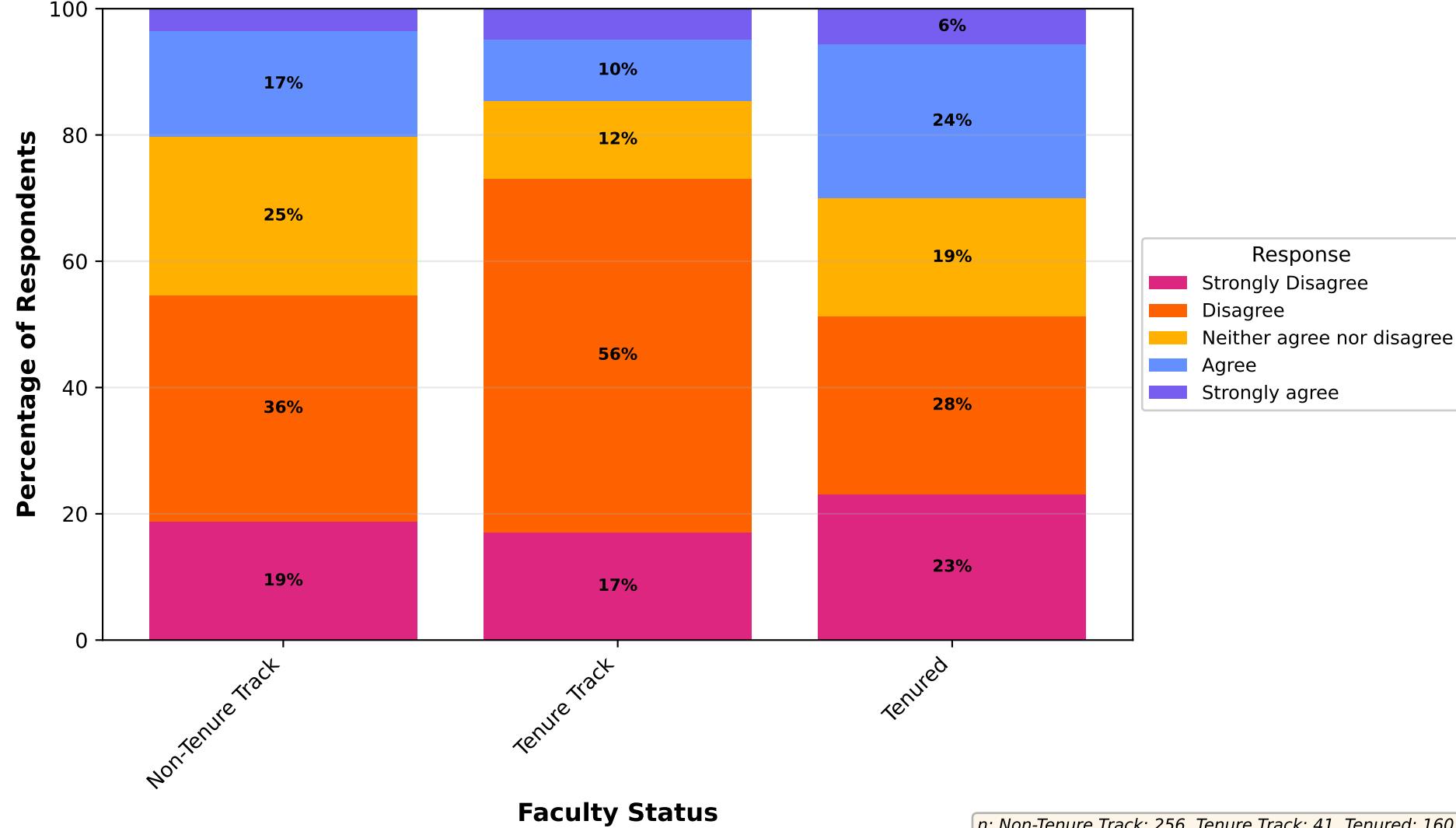


#### Q4: How satisfied are you with your current salary?

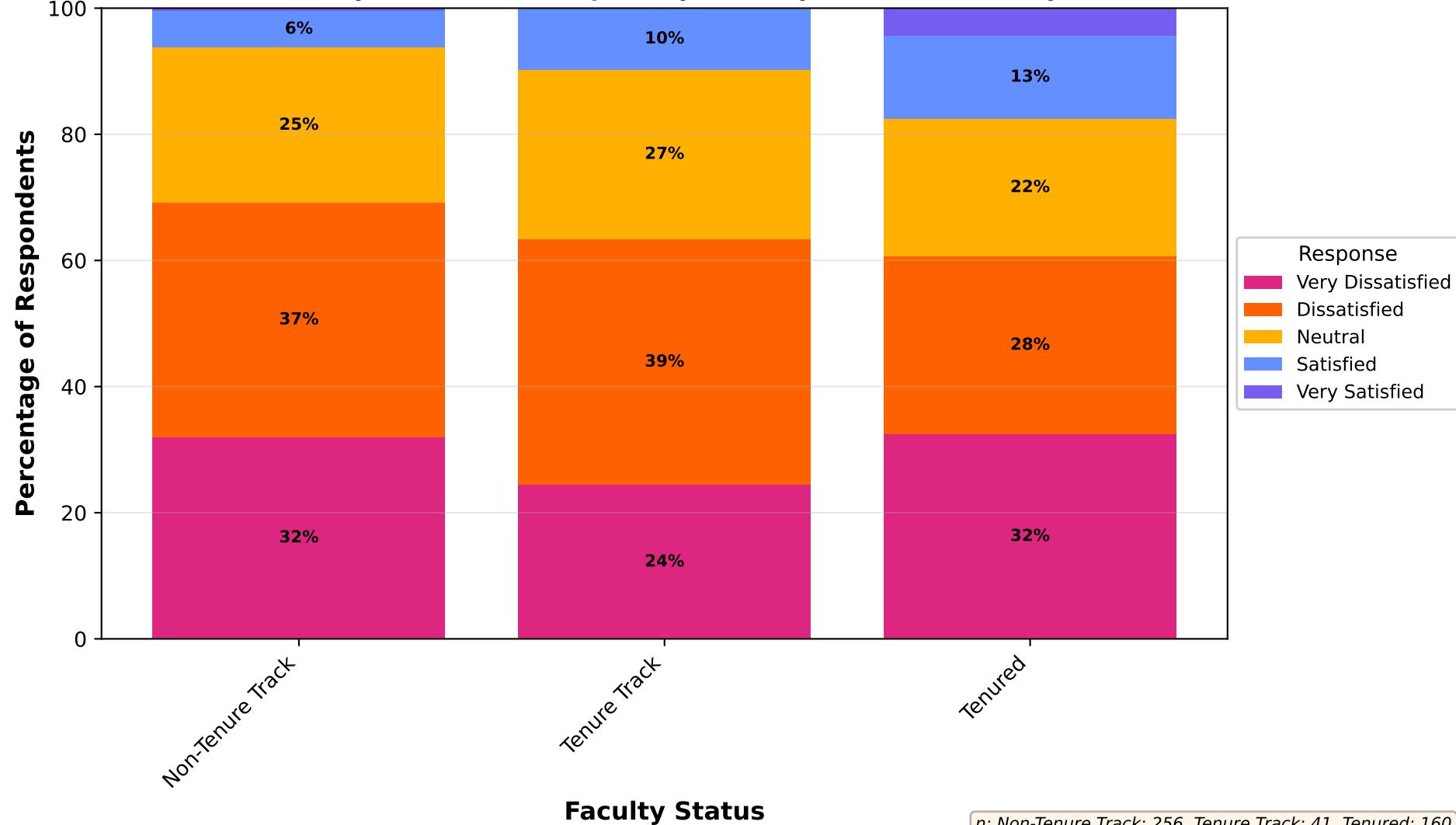


**Q5: To what extent do you agree: My salary is competitive compared to similar positions at peer insti...**

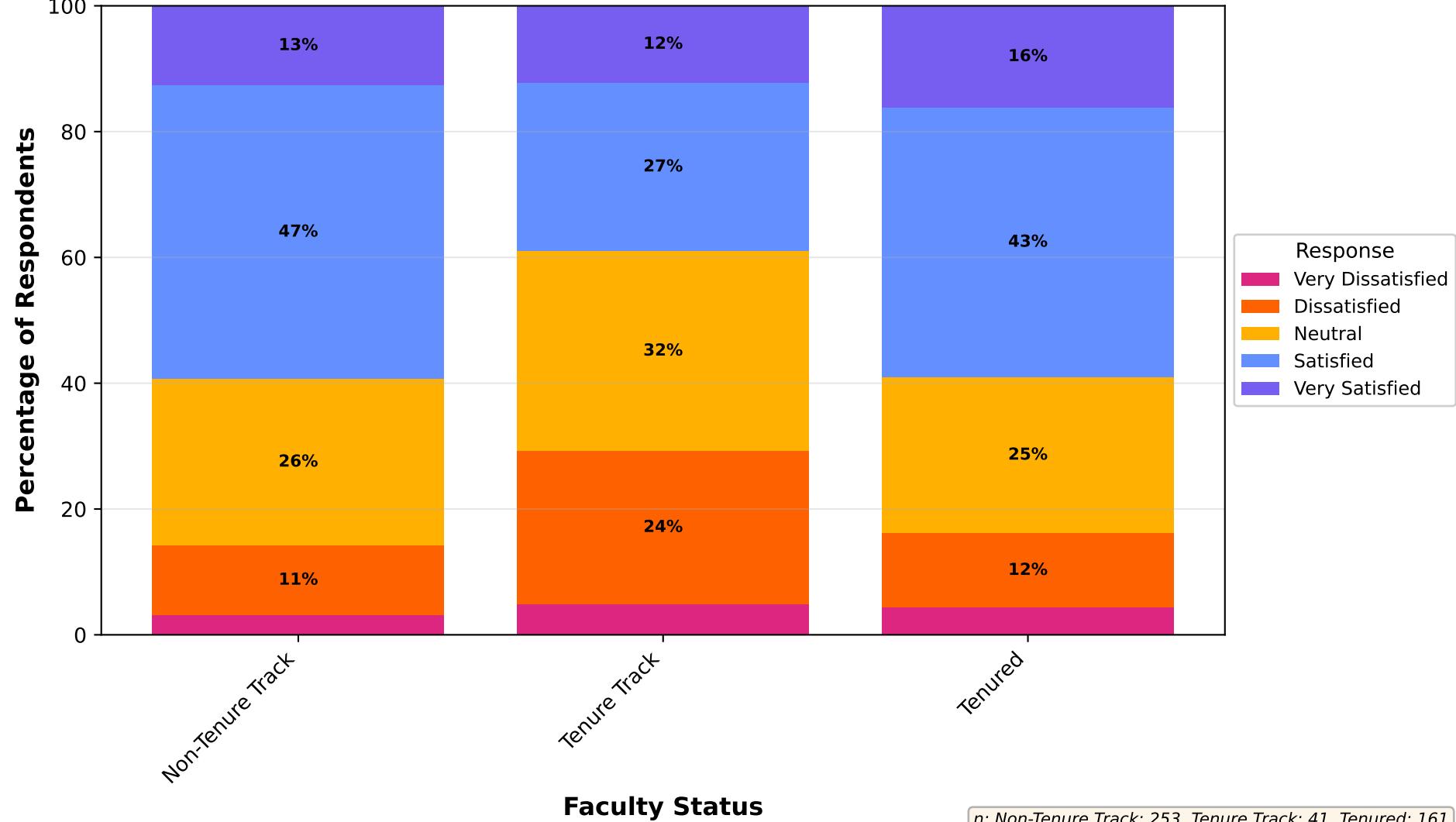


*n: Non-Tenure Track: 256, Tenure Track: 41, Tenured: 160*

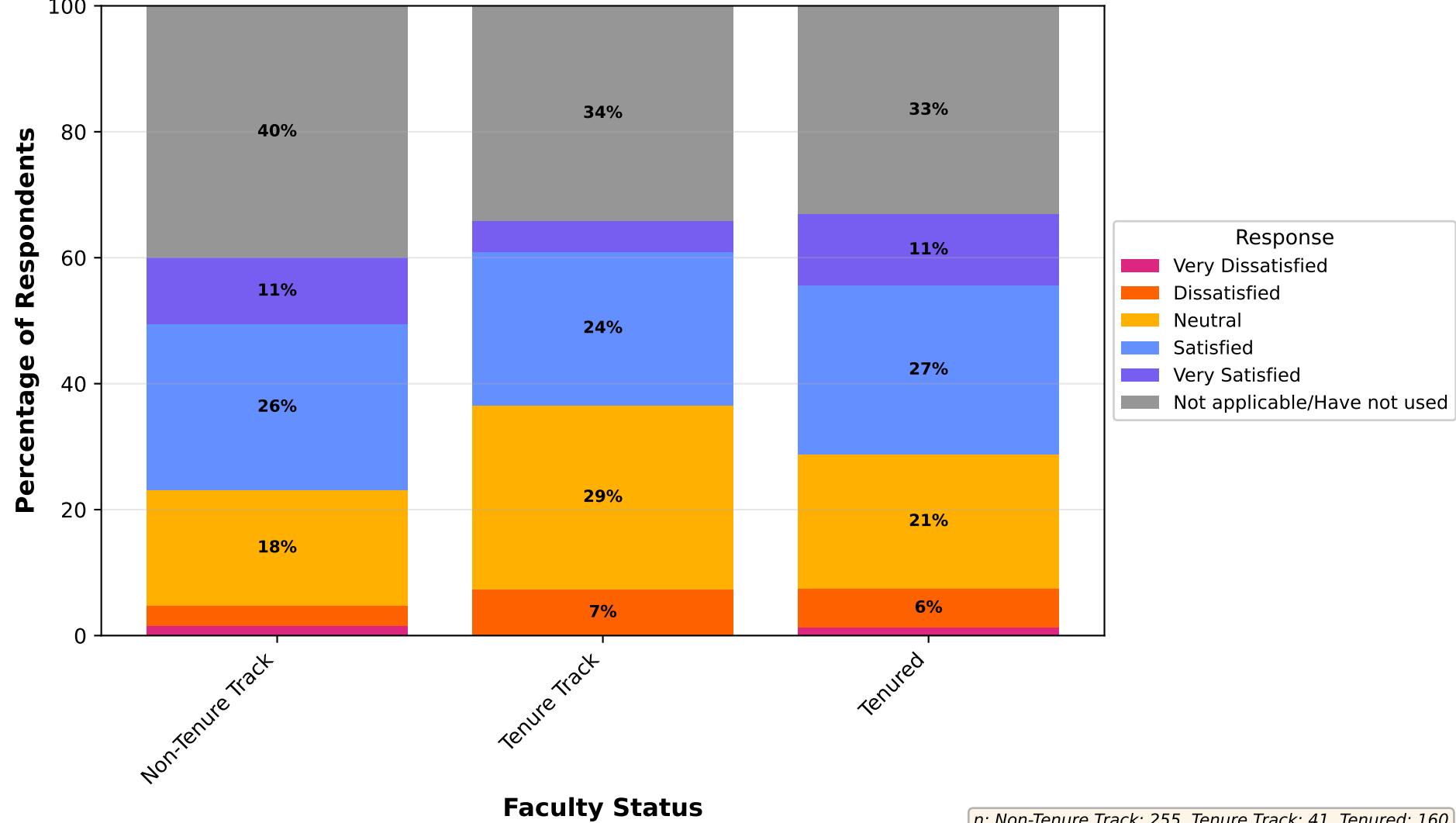
## Q6: How satisfied are you with the transparency of salary determination at your institution?



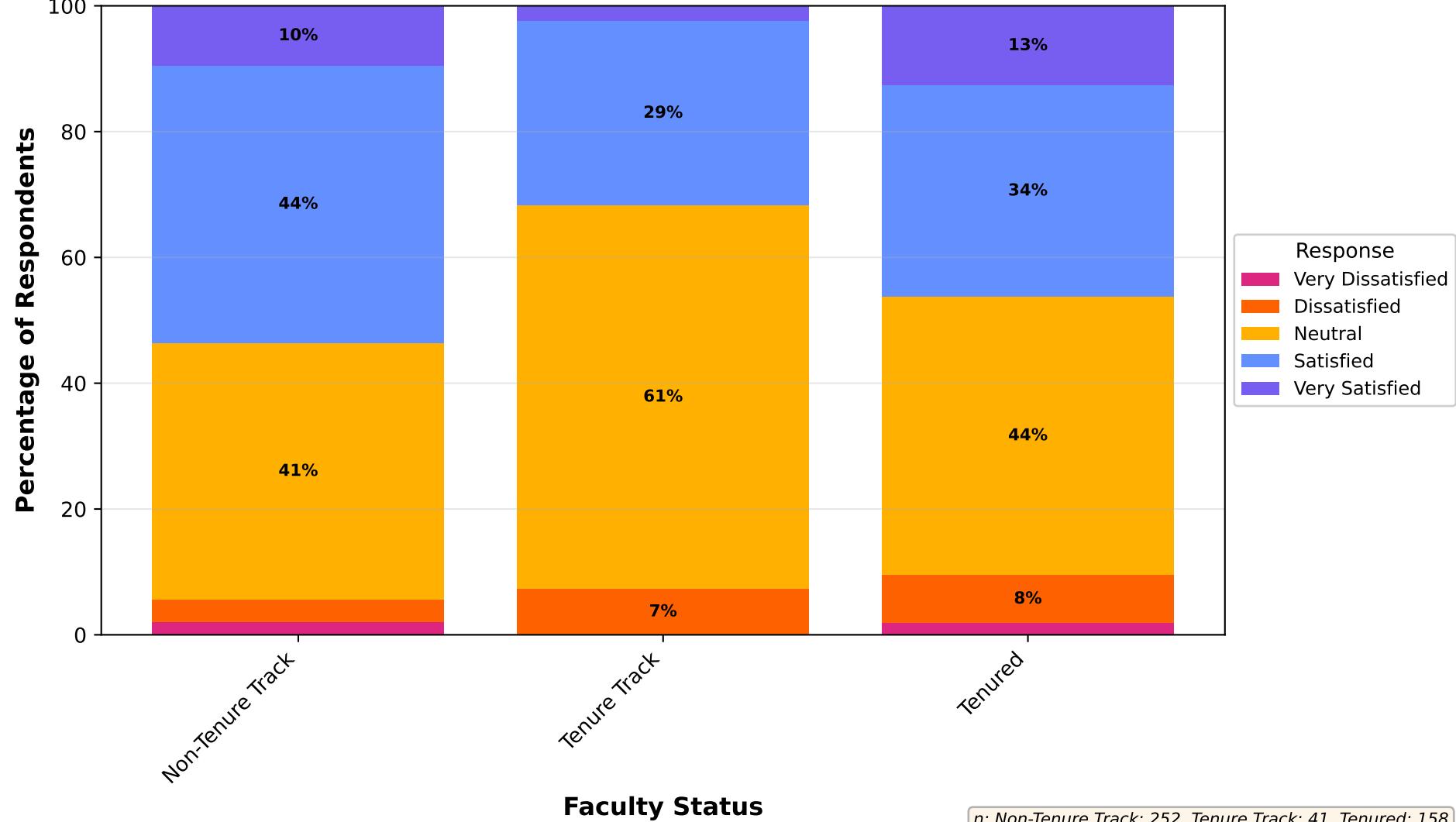
## Q7: How satisfied are you with your healthcare benefits?



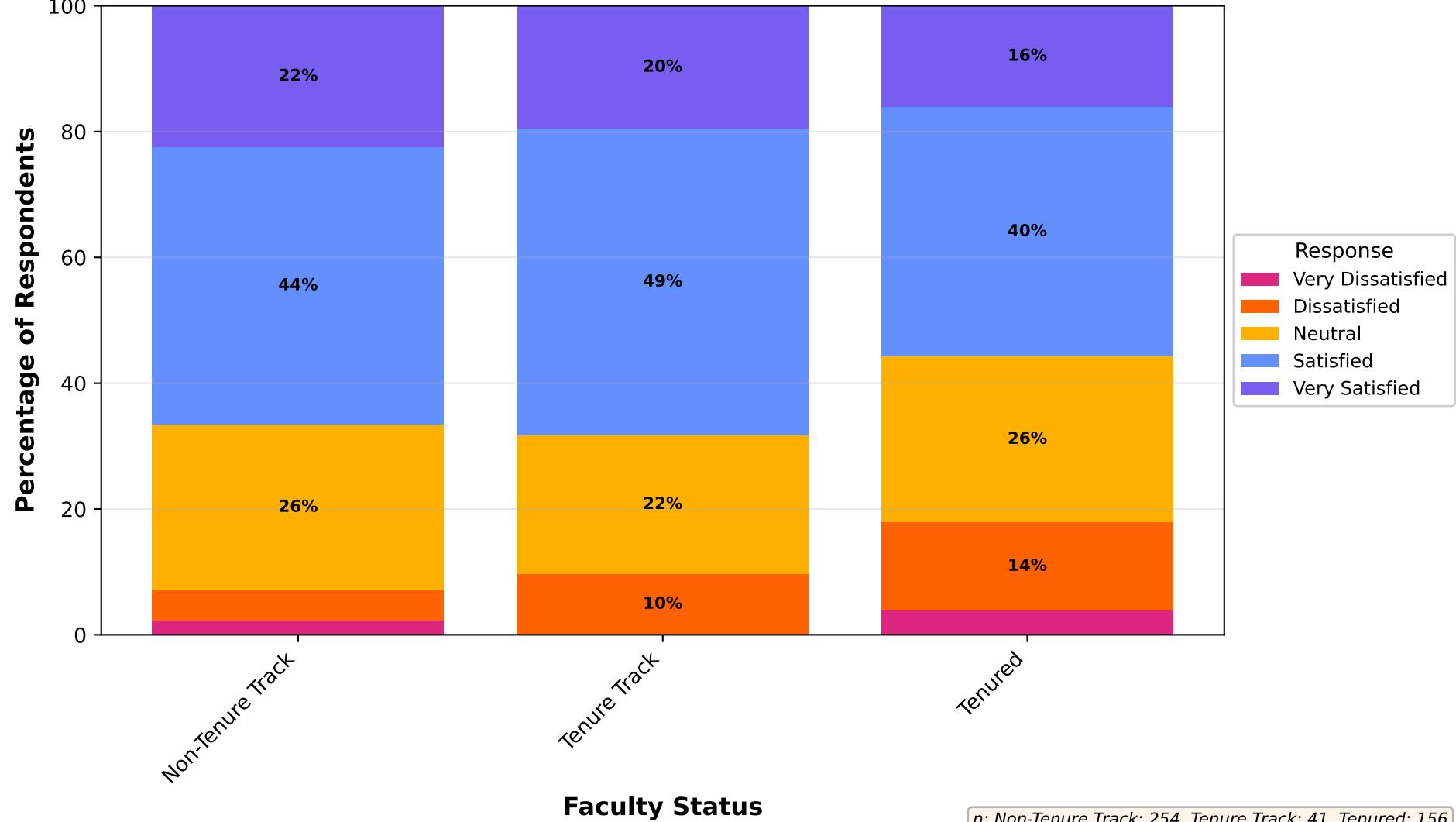
## Q8: How satisfied are you with your family leave benefits?



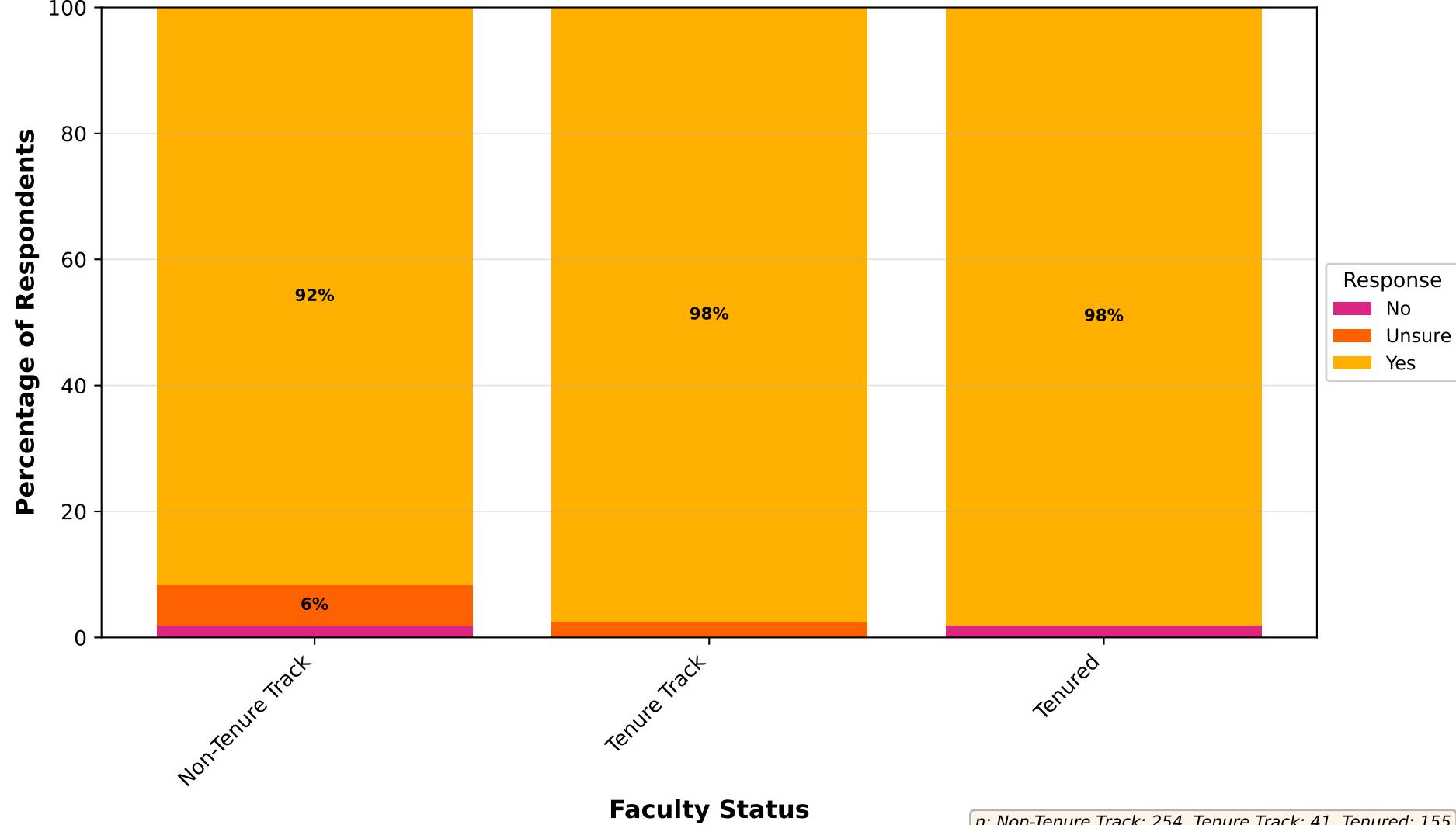
### Q9: How satisfied are you with your sick leave benefits?



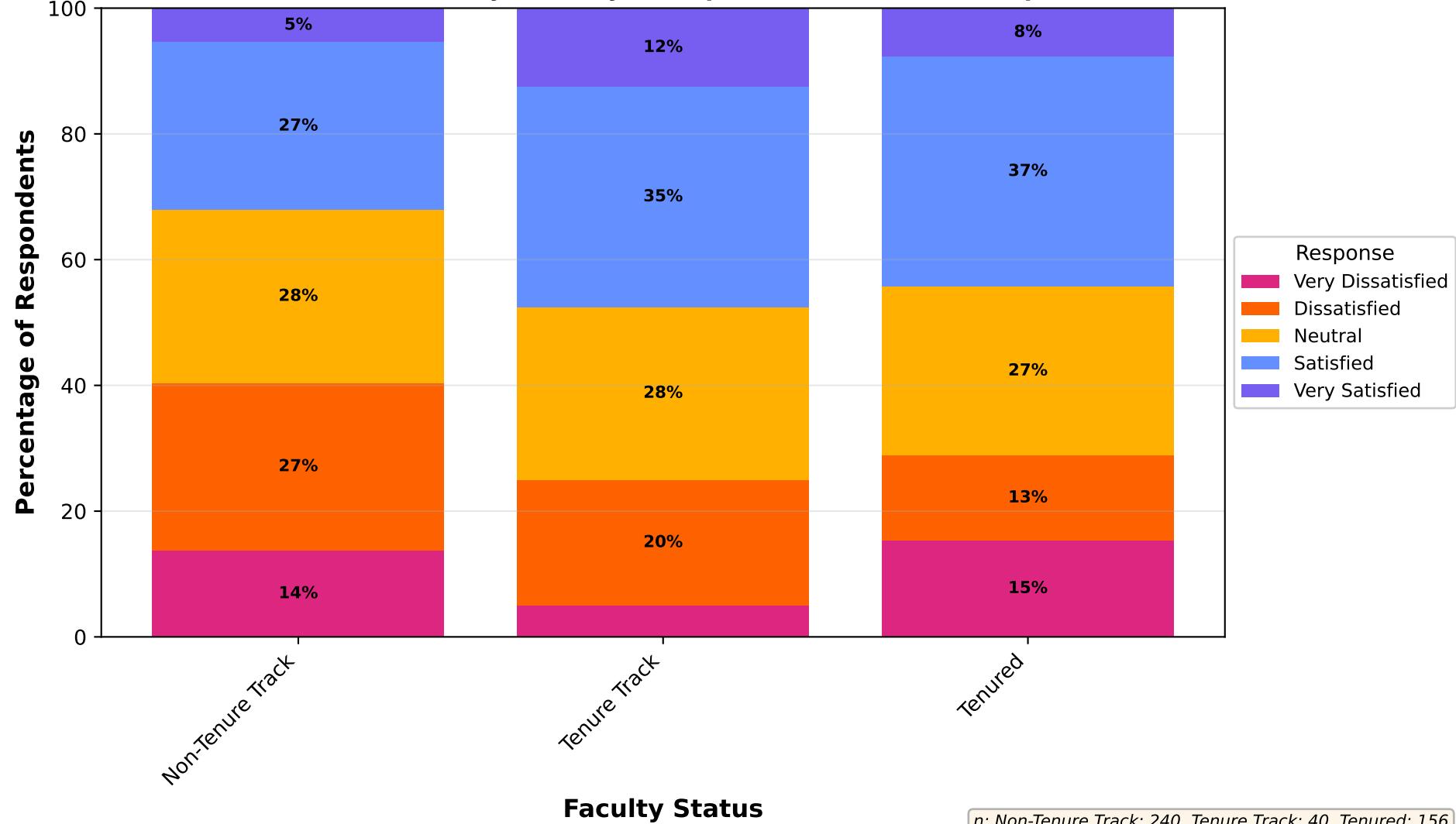
## Q10: How satisfied are you with your retirement benefits?



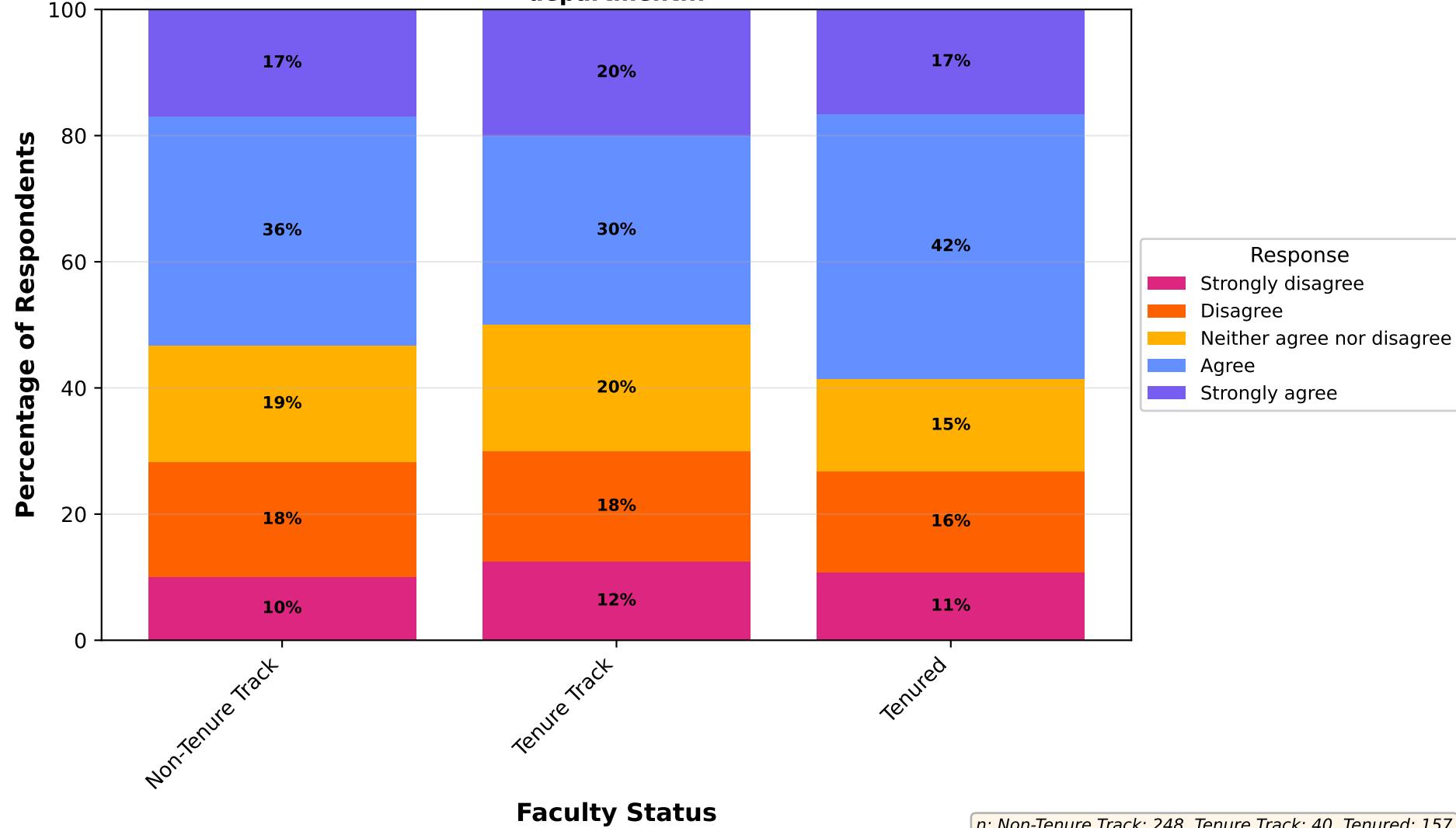
### Q11: Does your department have a formal merit review process?



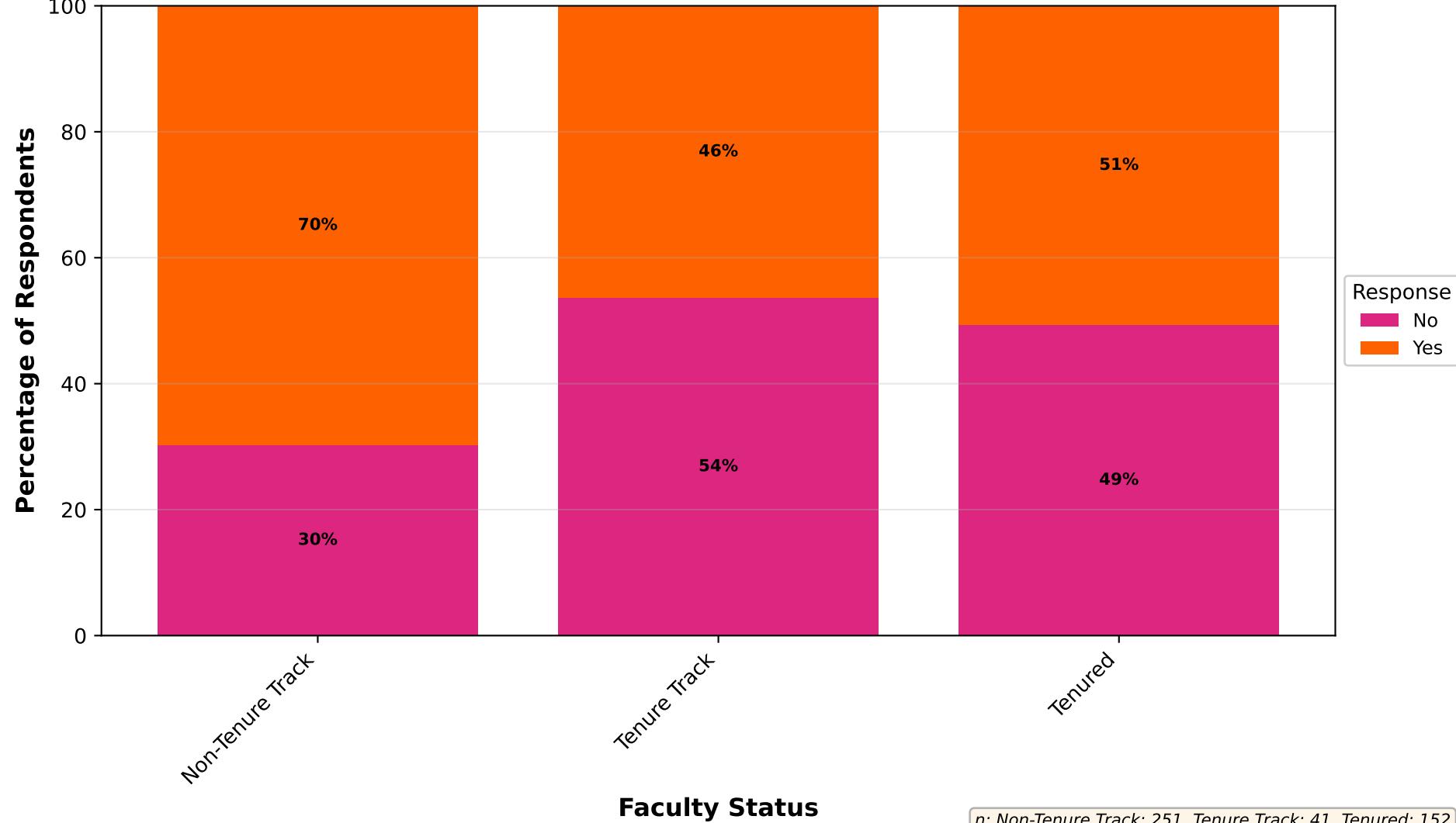
### Q13: How satisfied are you with your department's merit review process?



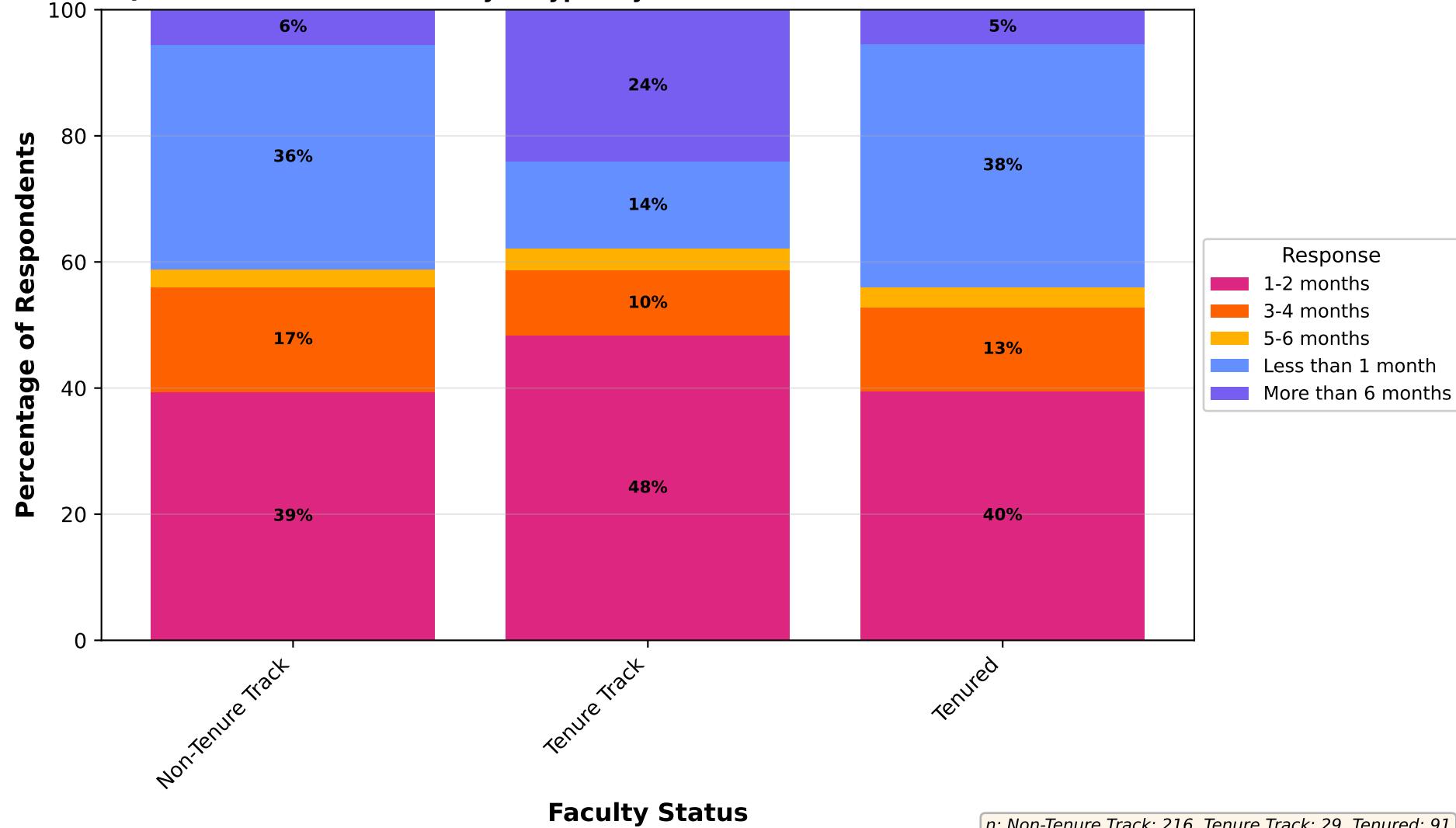
**Q14: To what extent do you agree: The merit review criteria are clearly communicated at the department...**



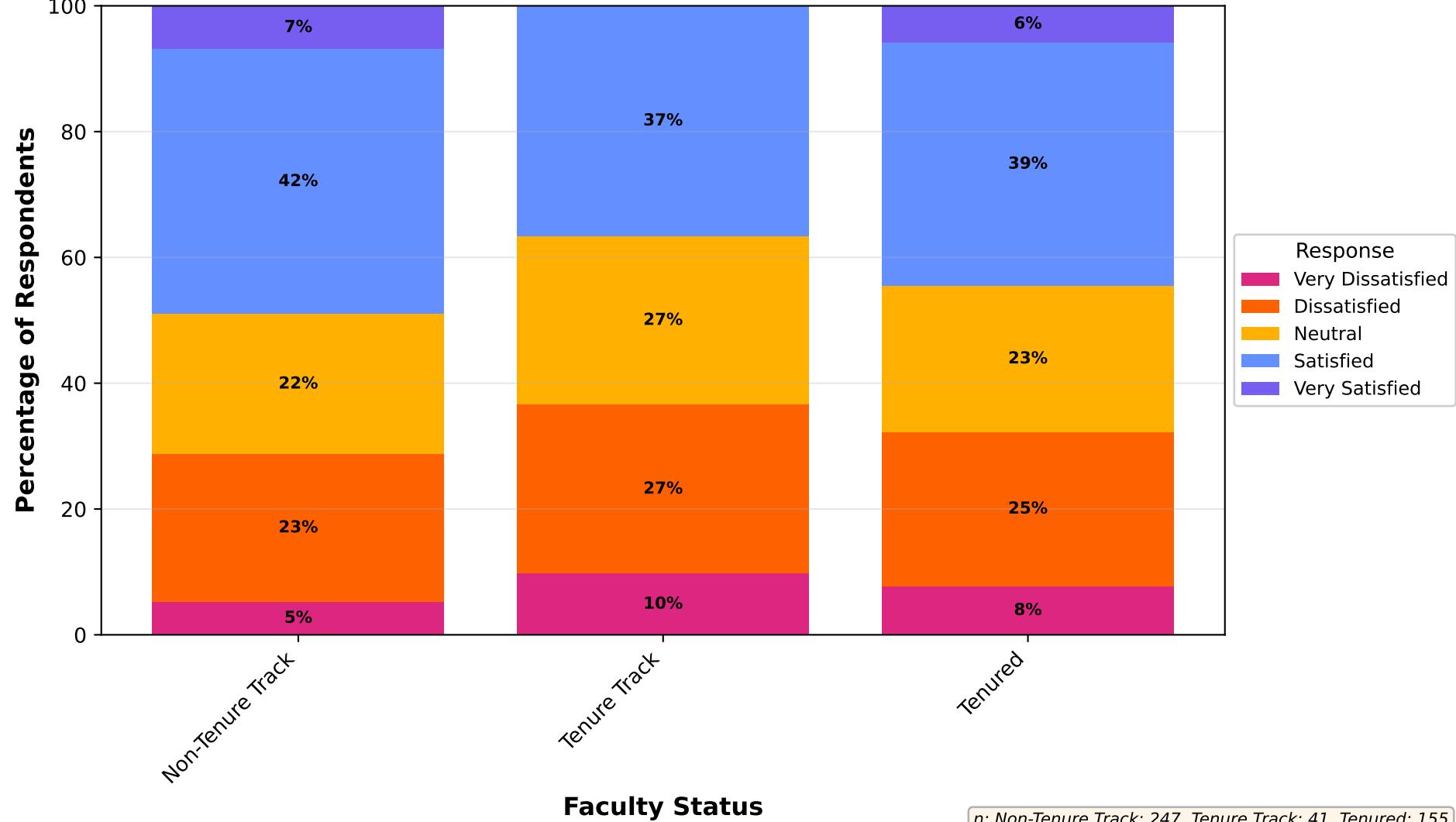
### Q15: Do you receive a contract every year?



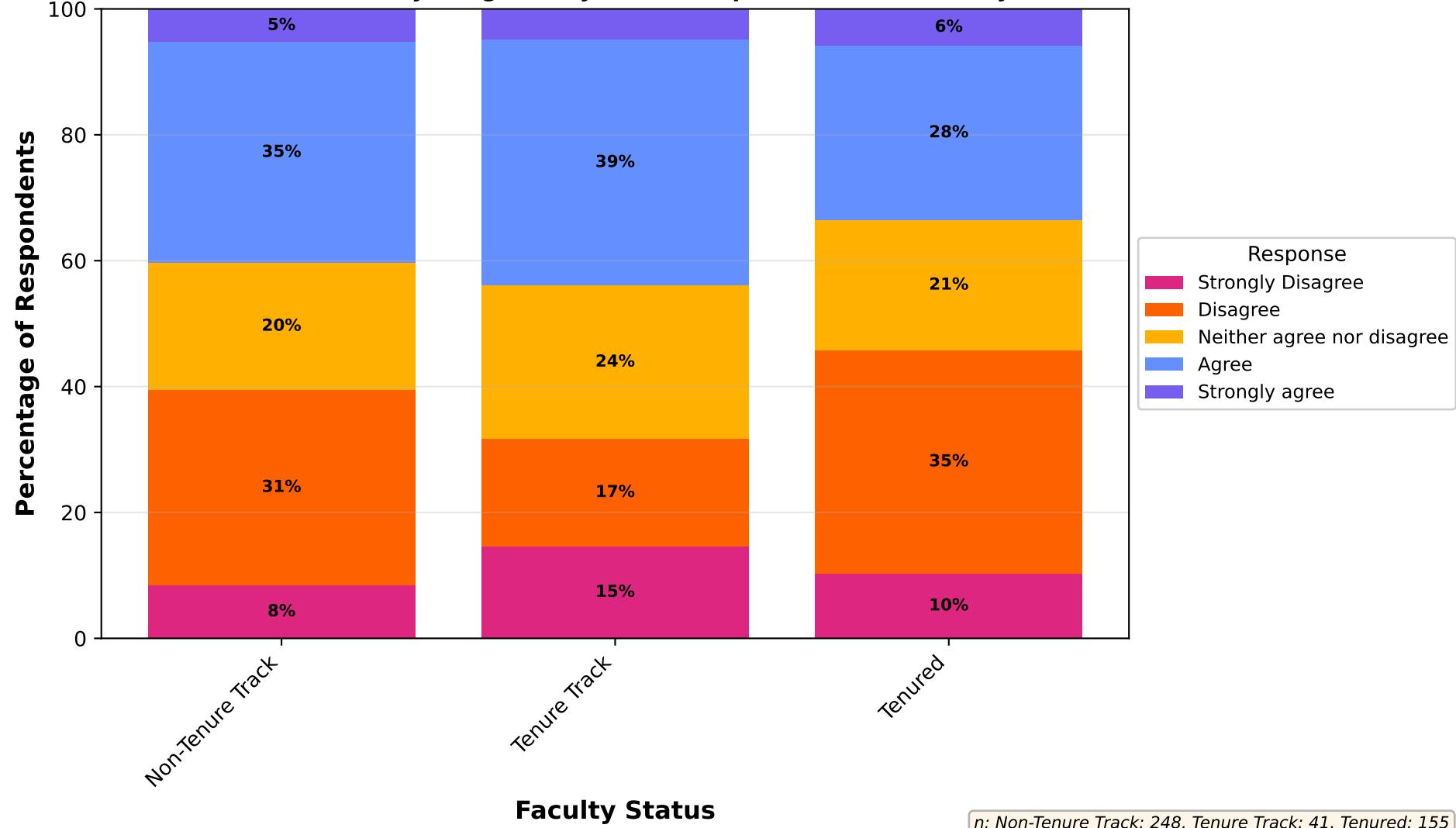
## Q16: How far in advance do you typically receive notification of contract renewal?



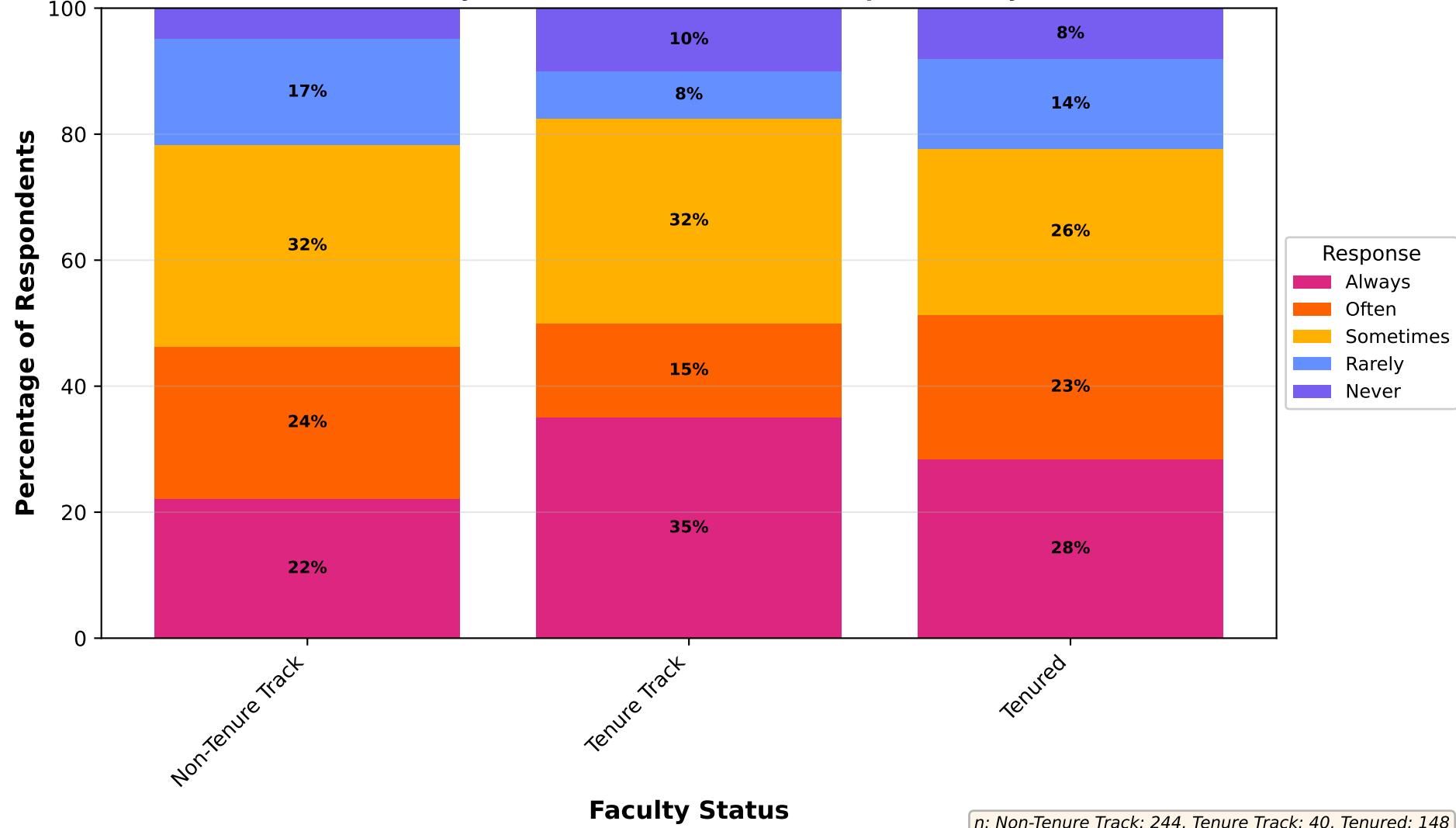
### Q17: How satisfied are you with your overall workload?



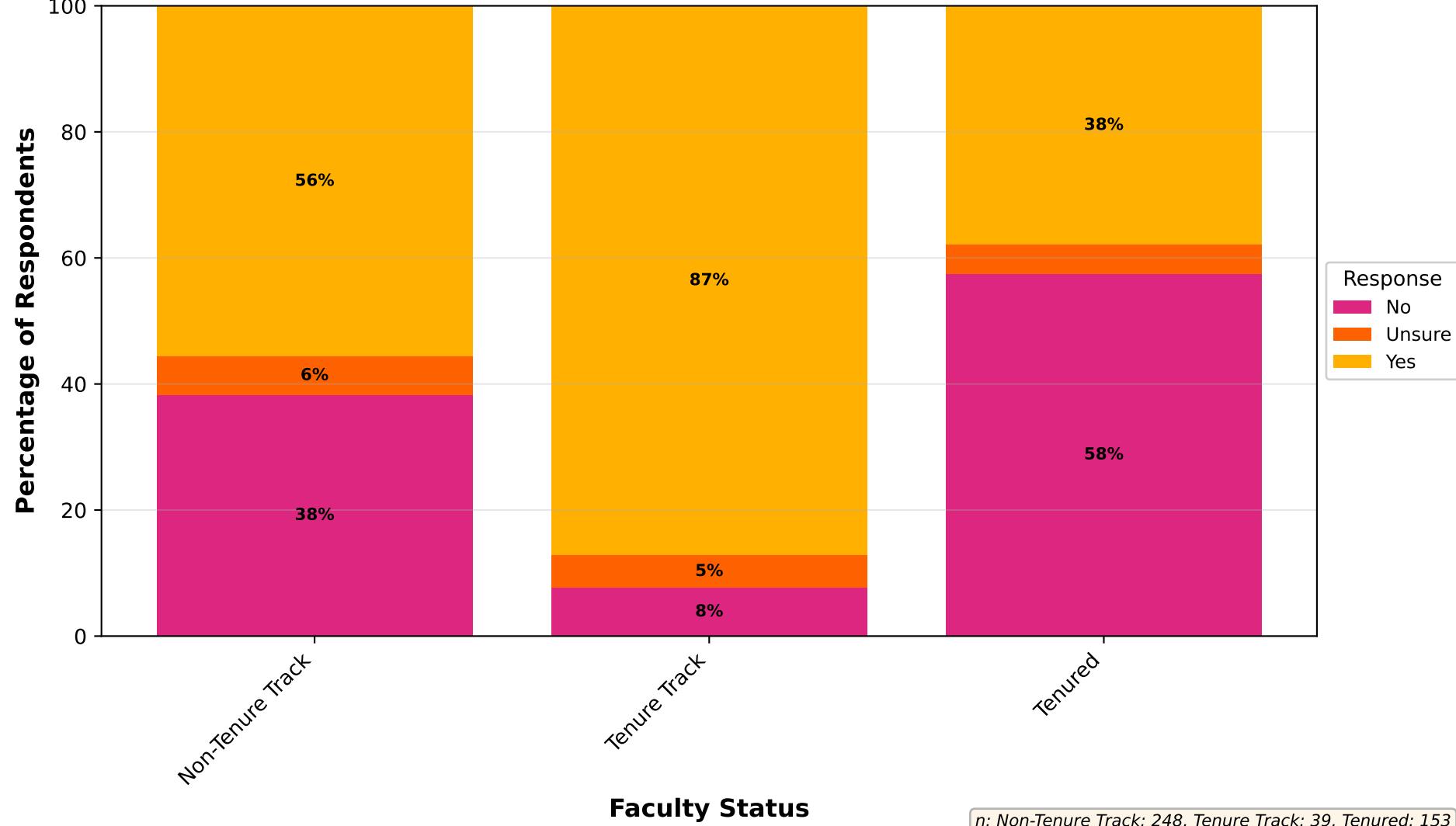
### Q19: To what extent do you agree: My service expectations are clearly defined.



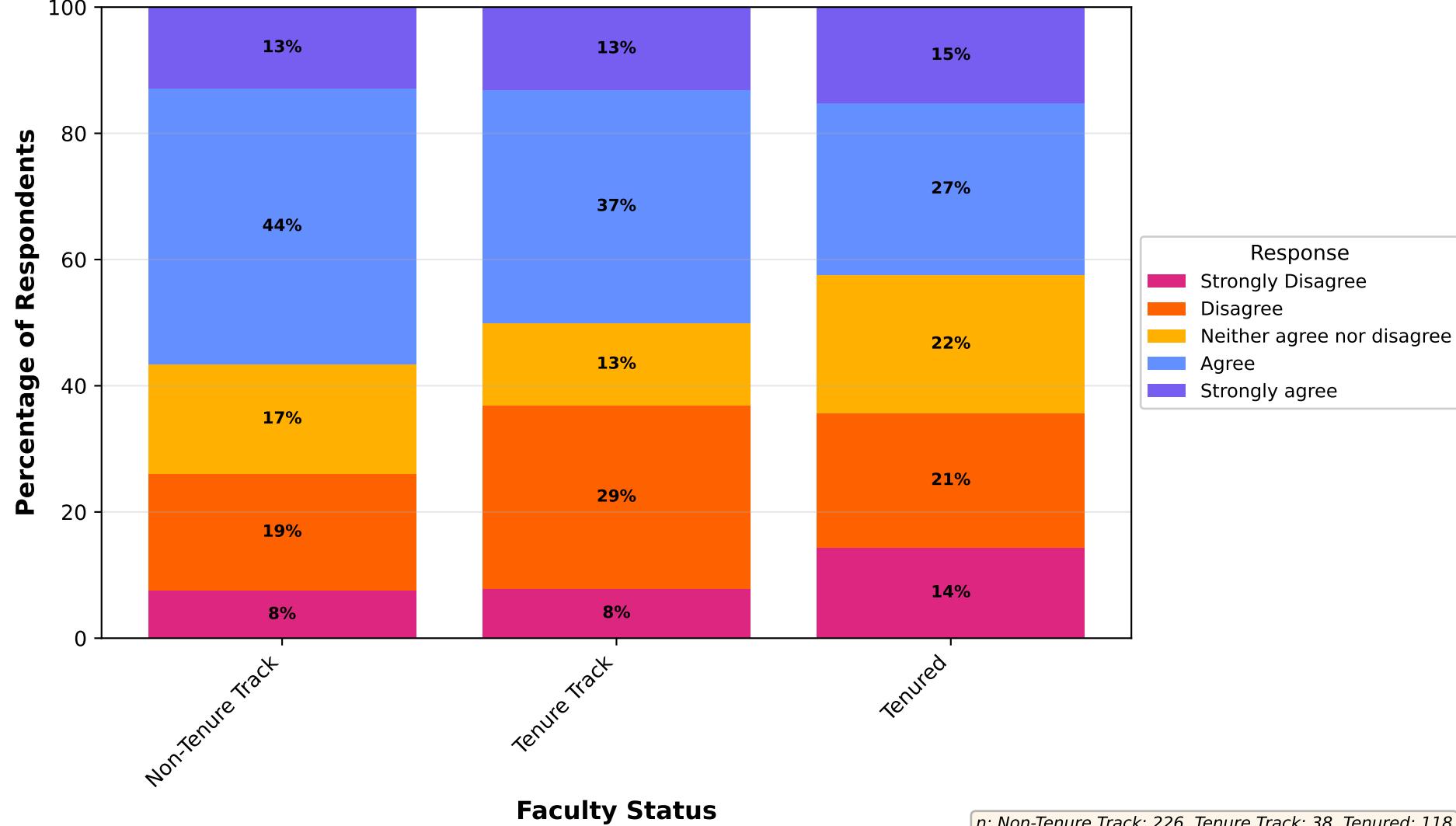
## Q20: How often does your workload exceed what is specified in your contract?



## Q21: Are you eligible for promotion in your current position?

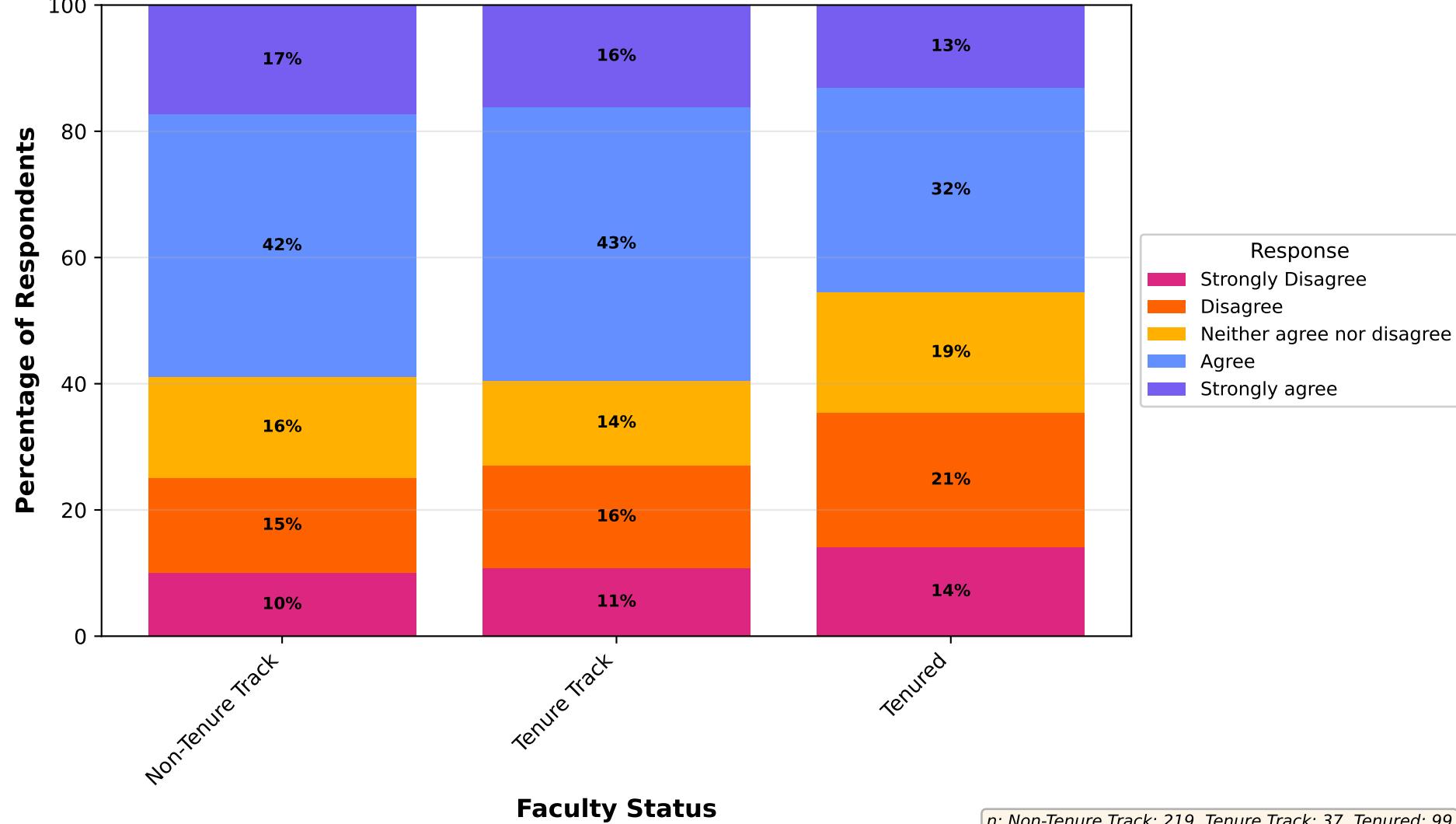


**Q22: To what extent do you agree: The eligibility requirements for promotion are clearly communicated.**



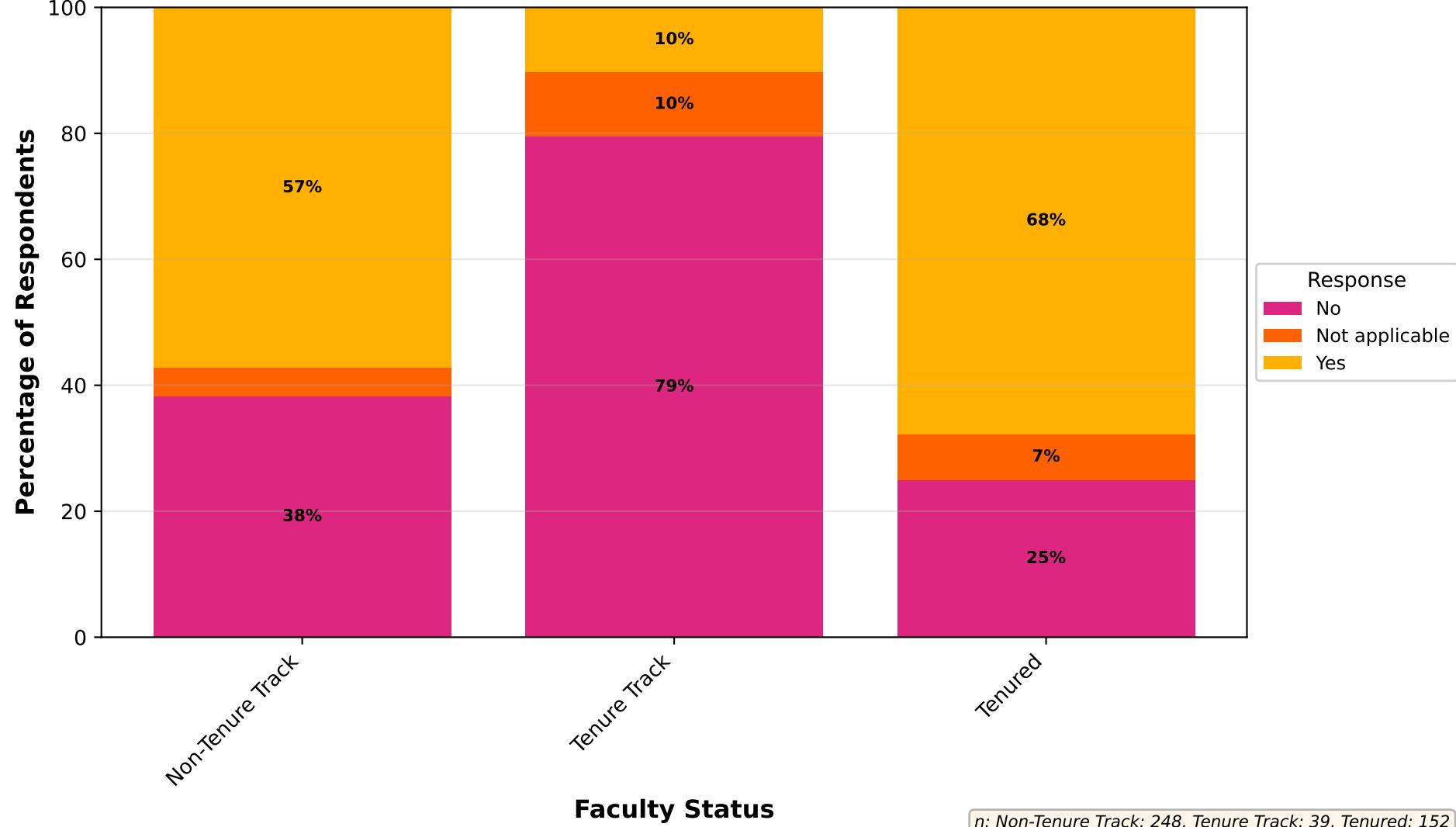
*n: Non-Tenure Track: 226, Tenure Track: 38, Tenured: 118*

### Q23: To what extent do you agree: I receive adequate guidance for pursuing promotion.

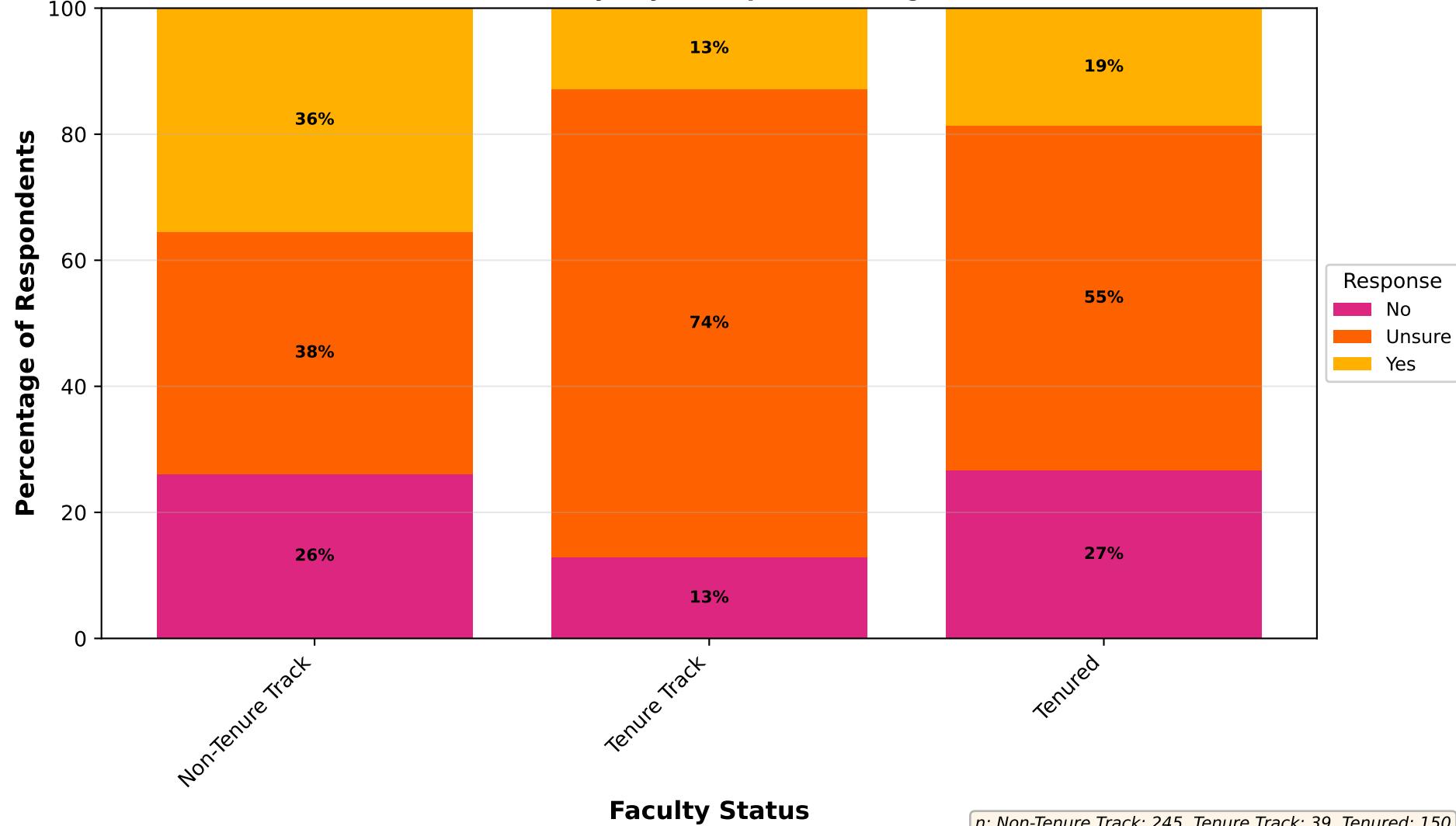


*n: Non-Tenure Track: 219, Tenure Track: 37, Tenured: 99*

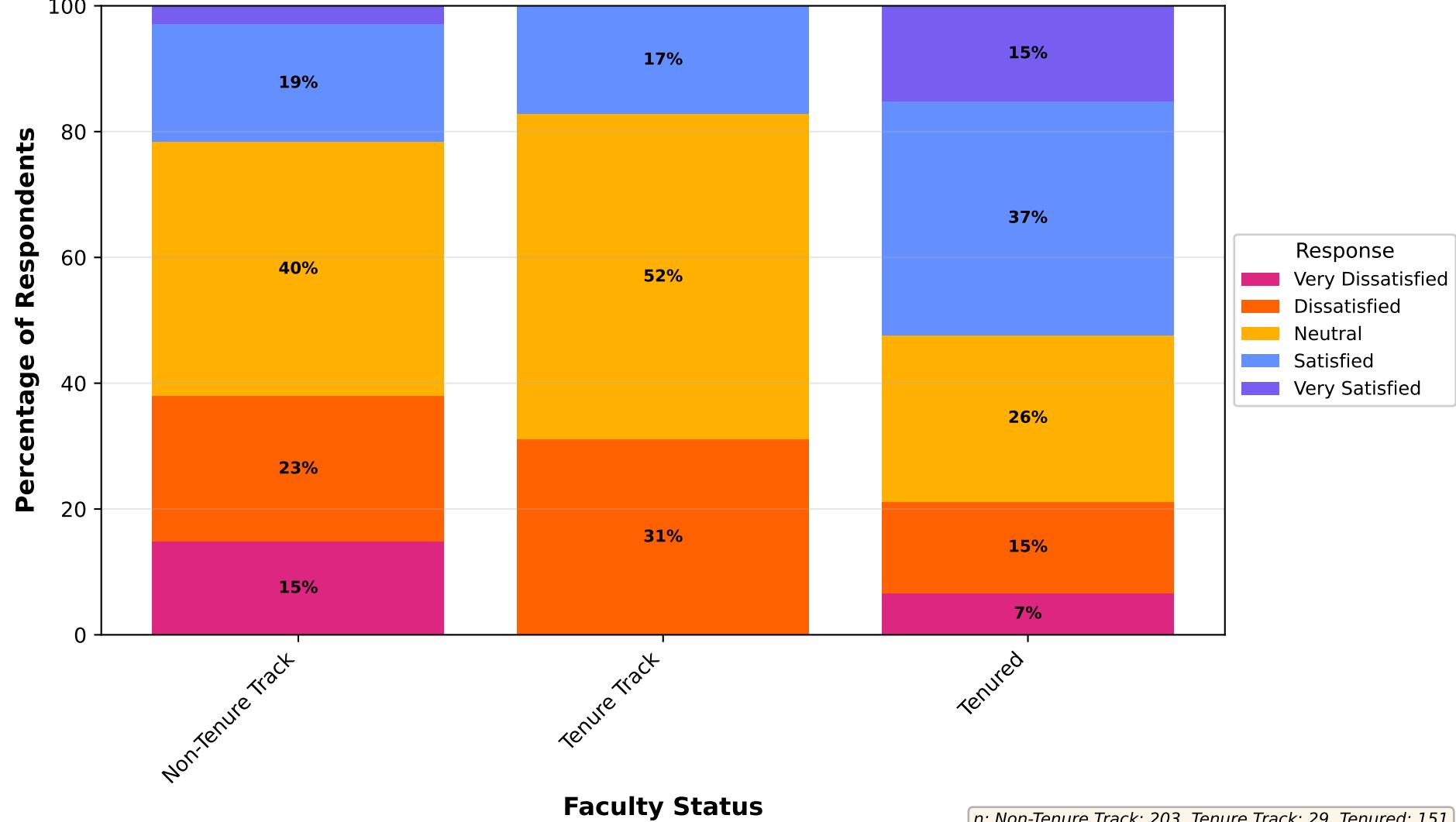
## Q24: Have you applied for promotion while at this institution?



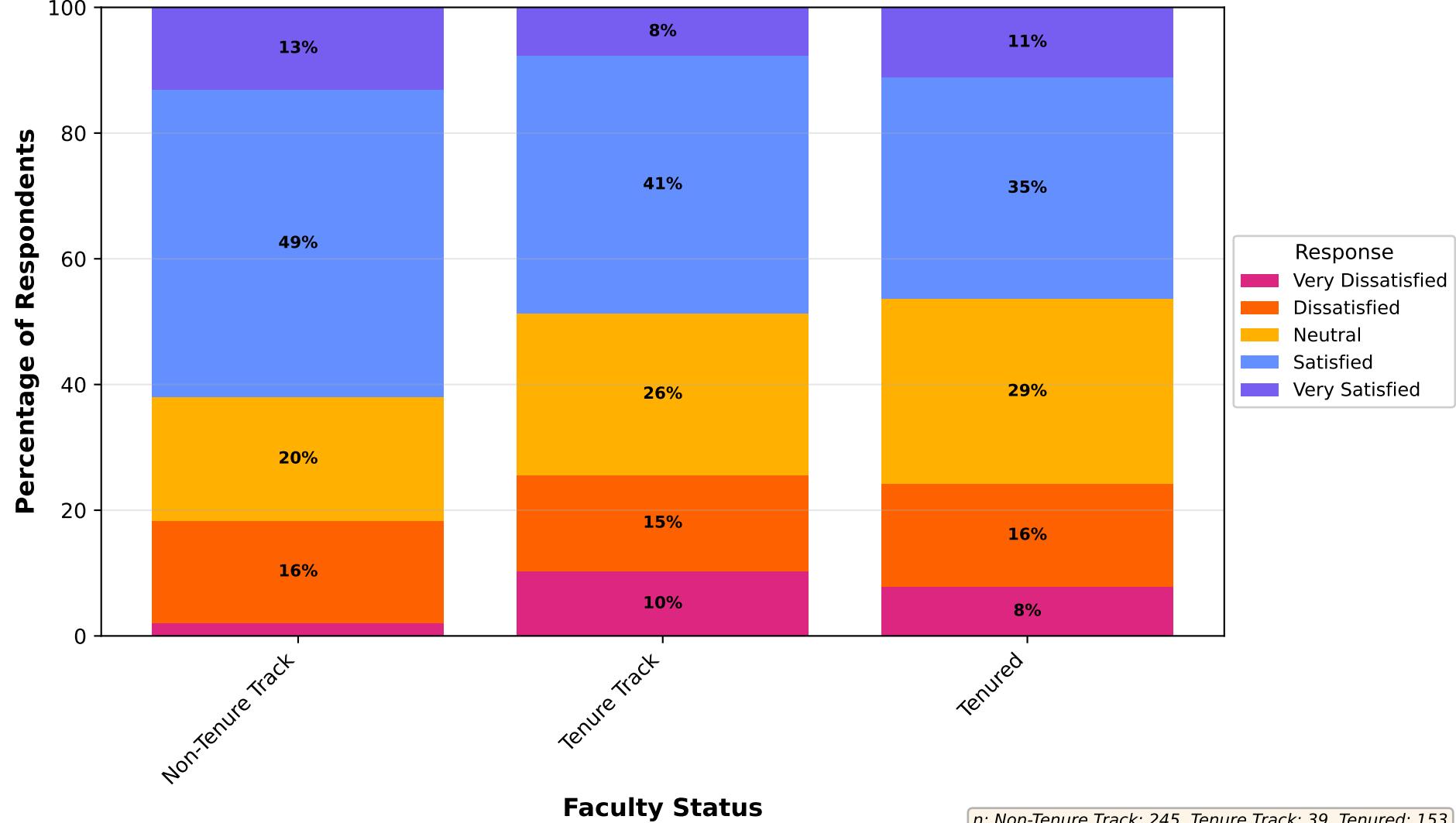
## Q25: Are non-tenure-track faculty in your department eligible for sabbatical leave?



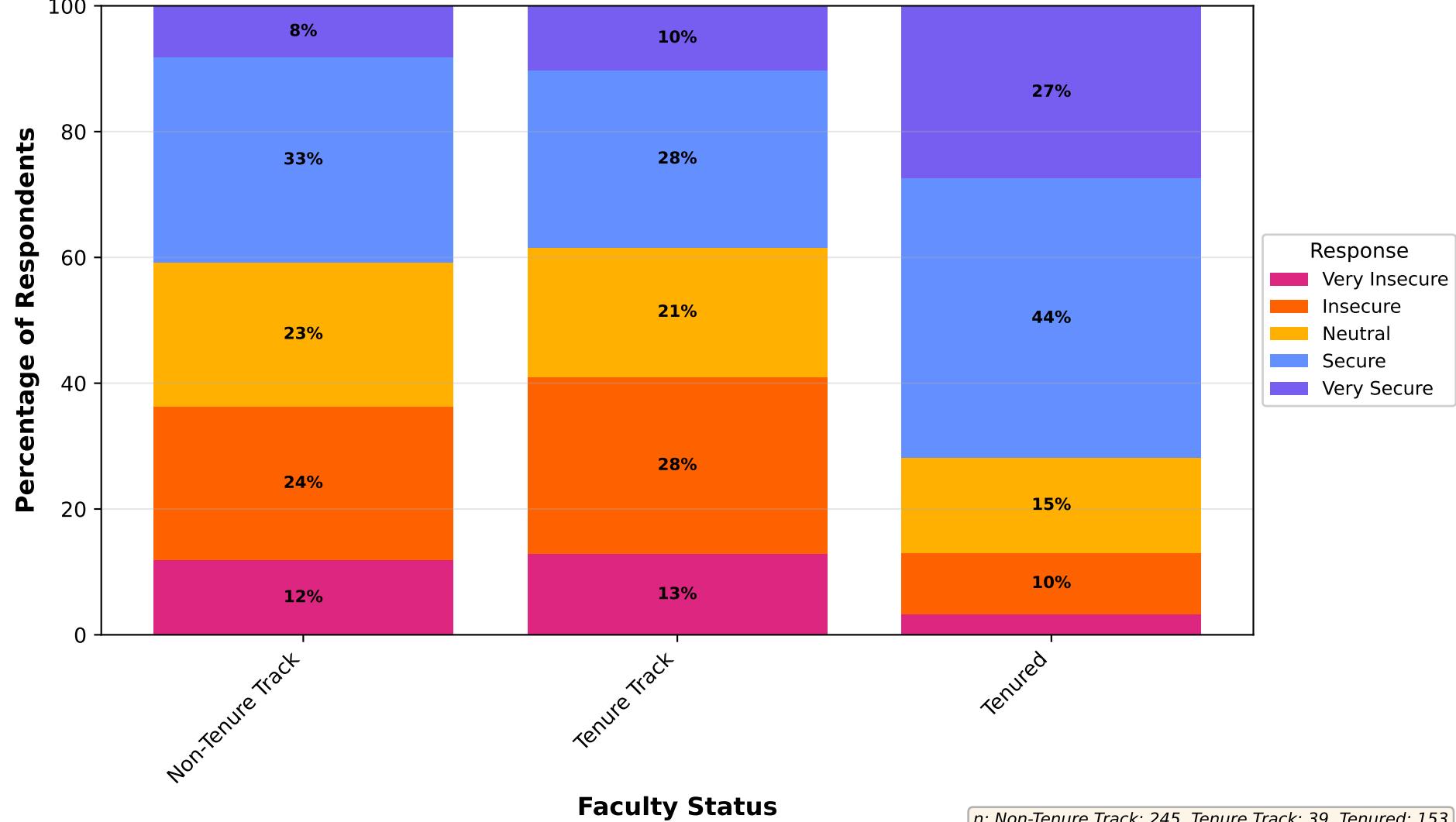
## Q26: How satisfied are you with access to sabbatical/fellowship opportunities?



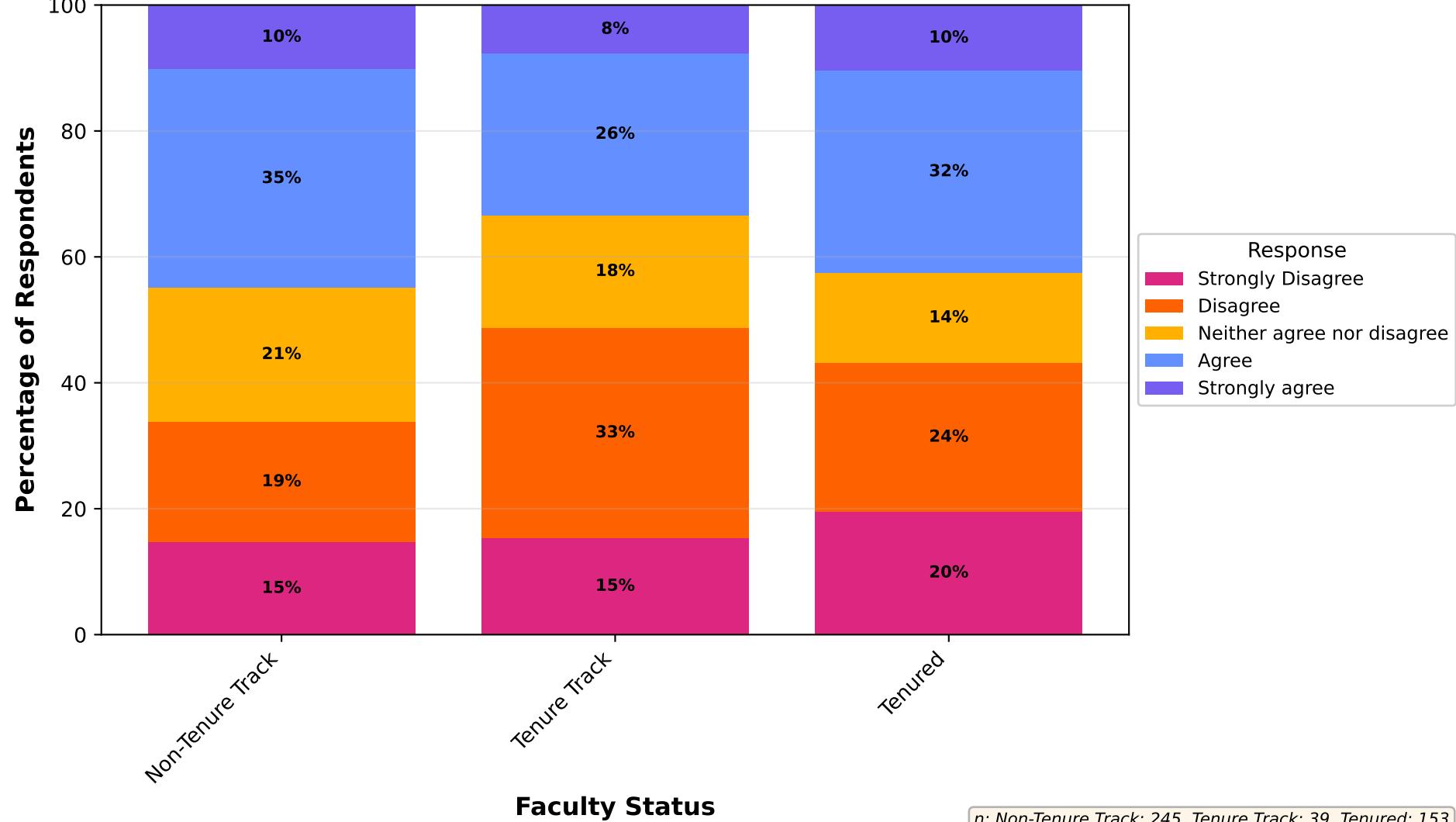
## Q27: How satisfied are you with your job overall?



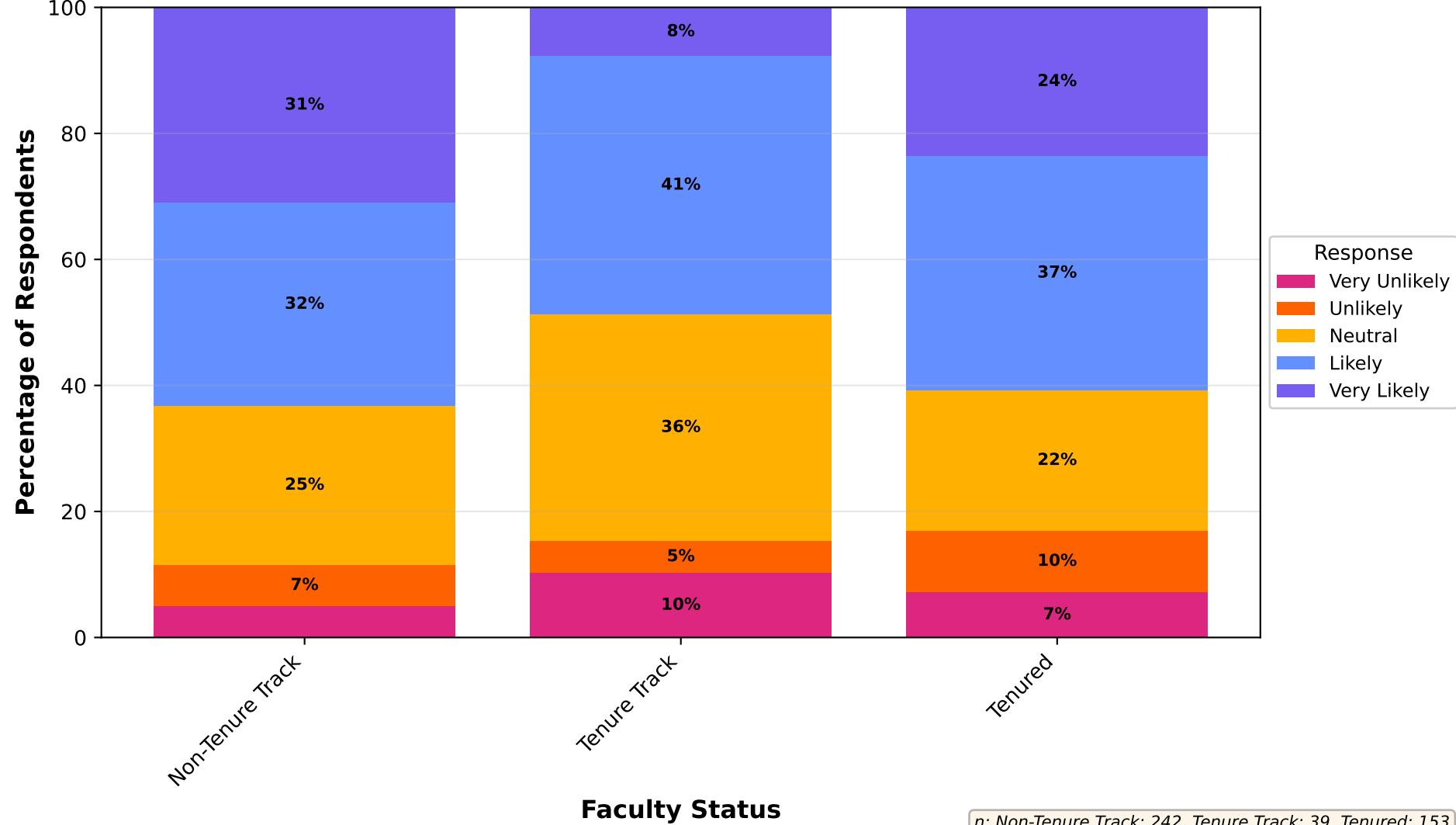
## Q28: How secure do you feel in your current position?



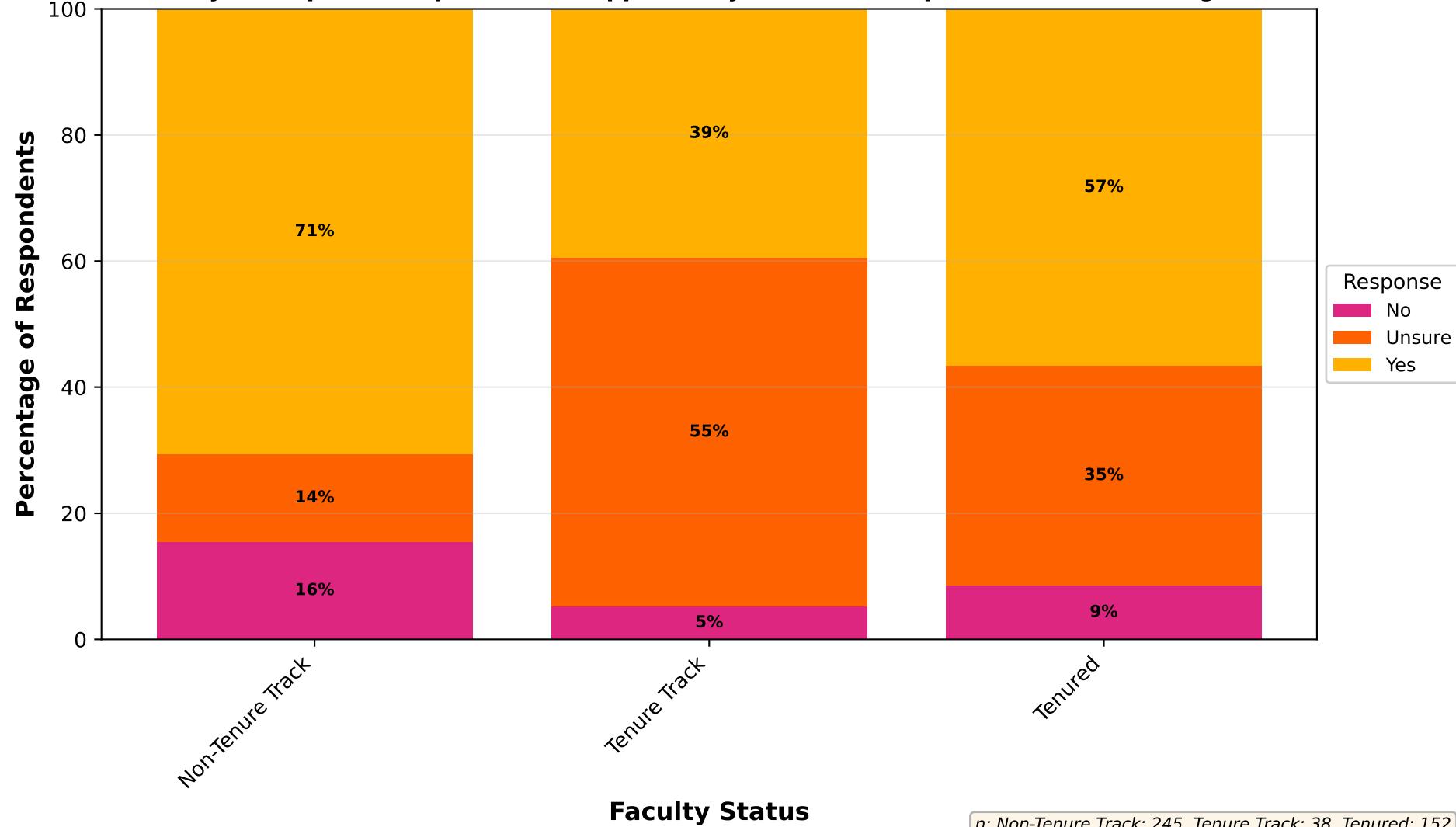
## Q29: To what extent do you agree: I feel valued as a faculty member at this institution.



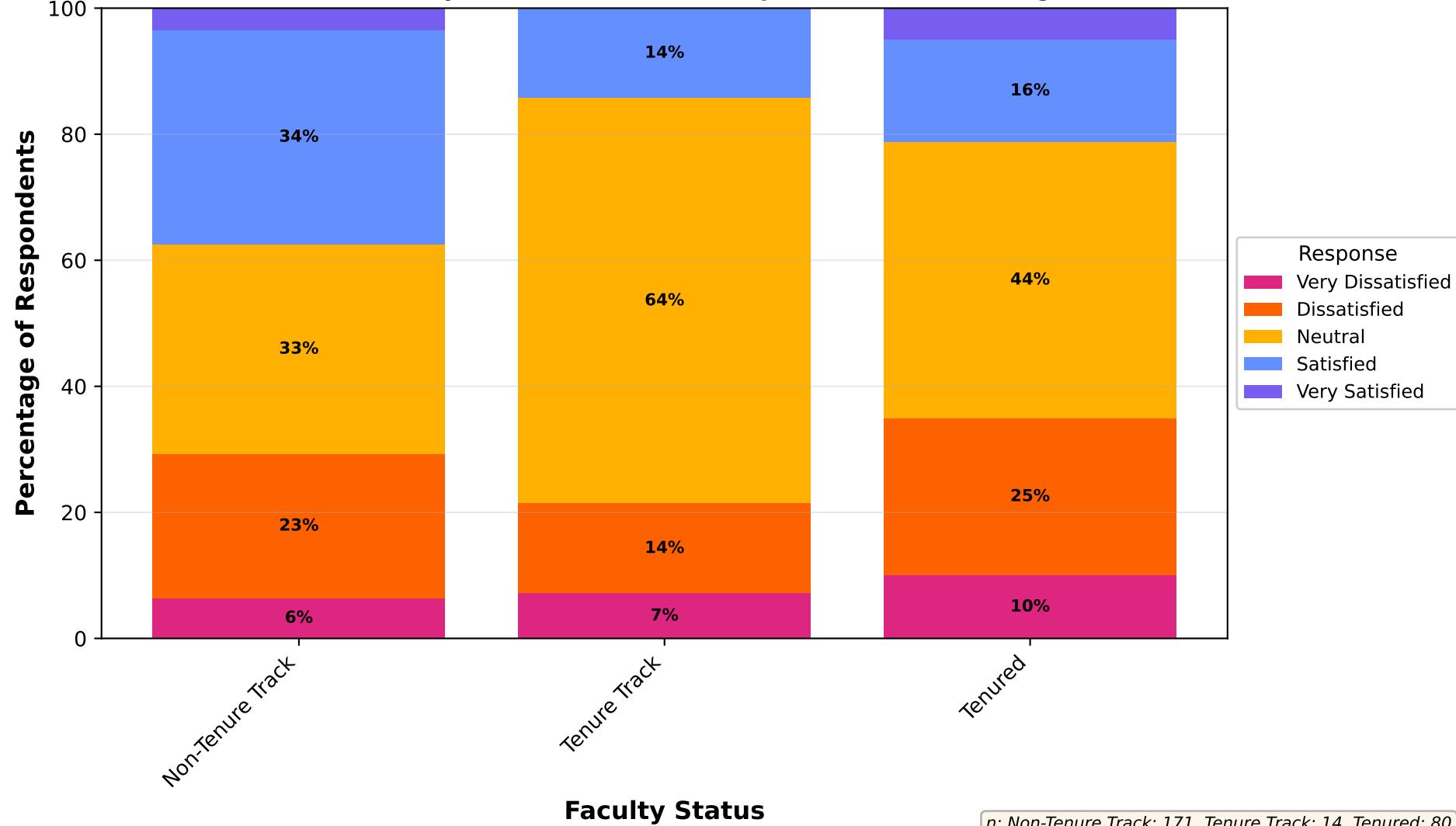
### Q30: How likely are you to be working at this institution in two years?



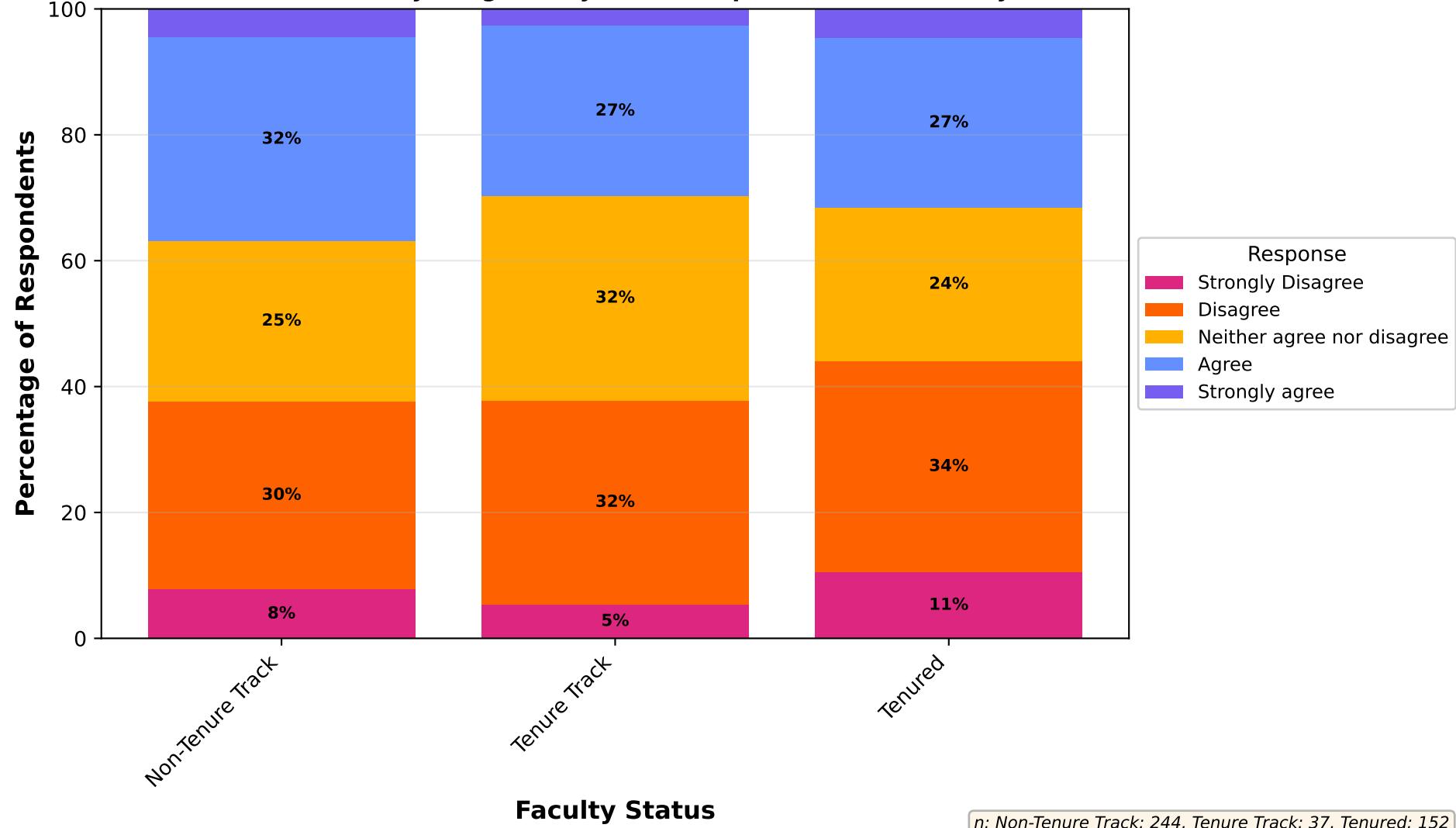
### Q31: Does your department provide the opportunity for extra compensation for teaching overload?



### Q32: How satisfied are you with the rate of compensation for teaching overload?

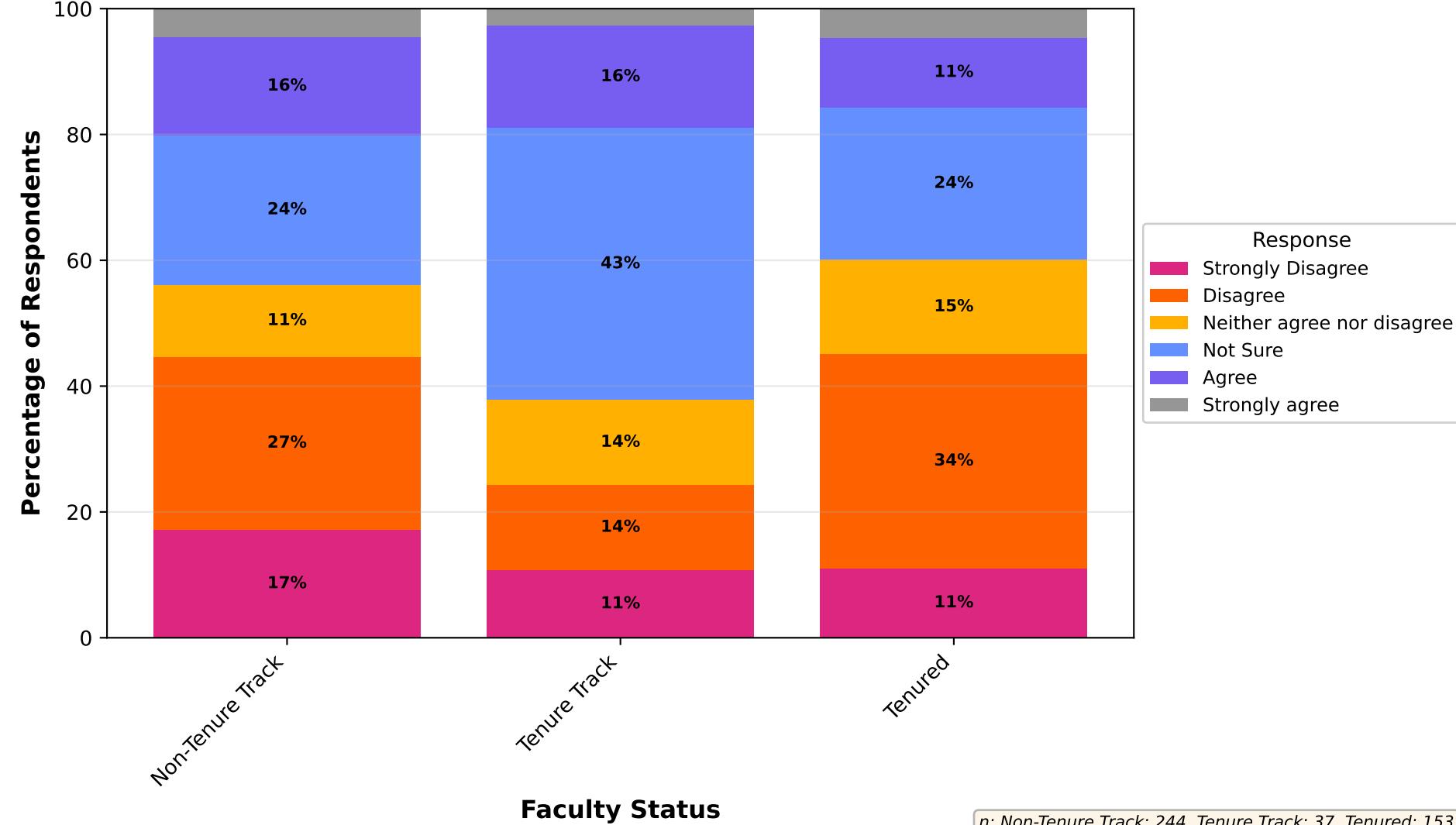


### Q33: To what extent do you agree: My service expectations are clearly defined.

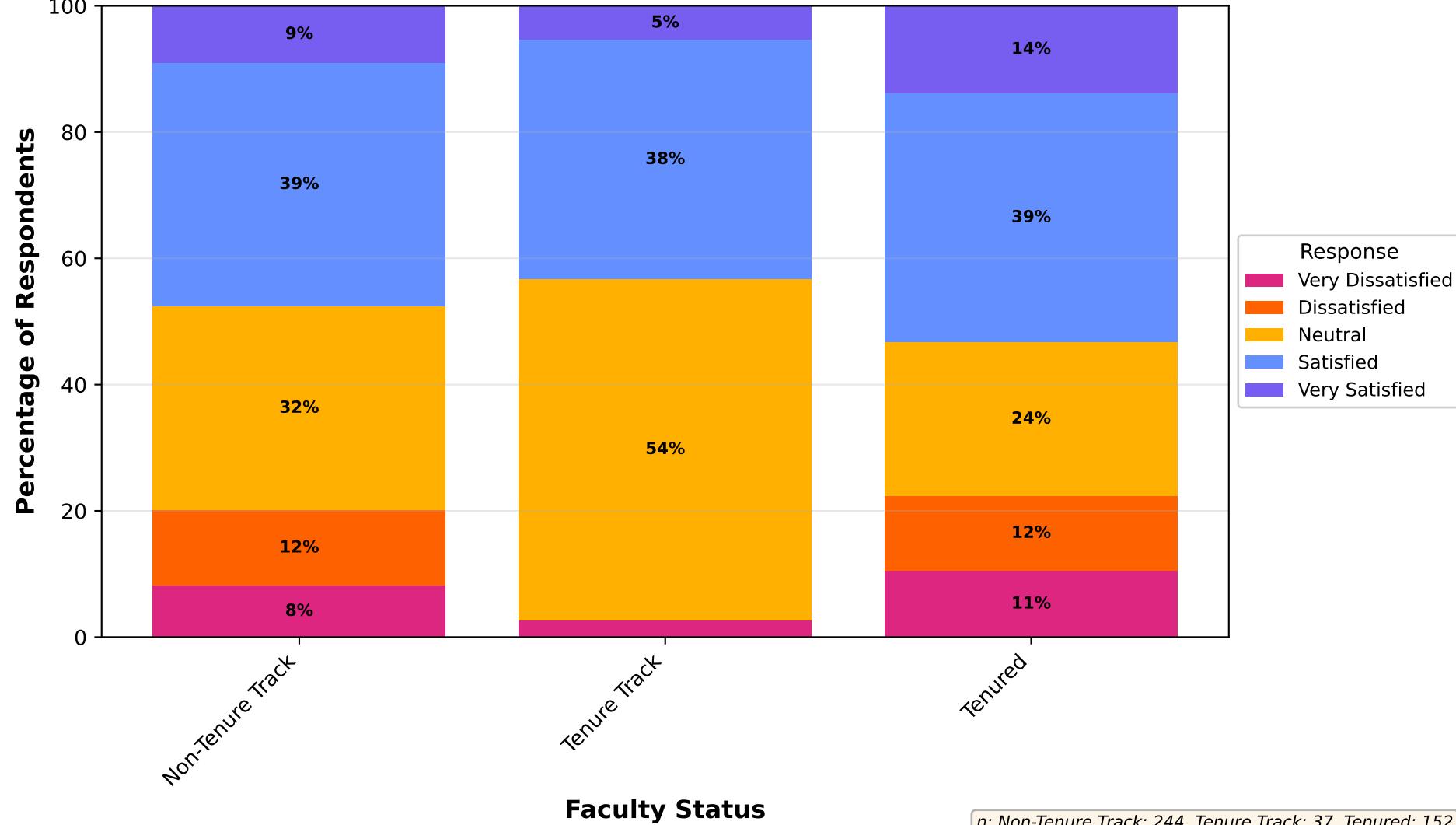


*n: Non-Tenure Track: 244, Tenure Track: 37, Tenured: 152*

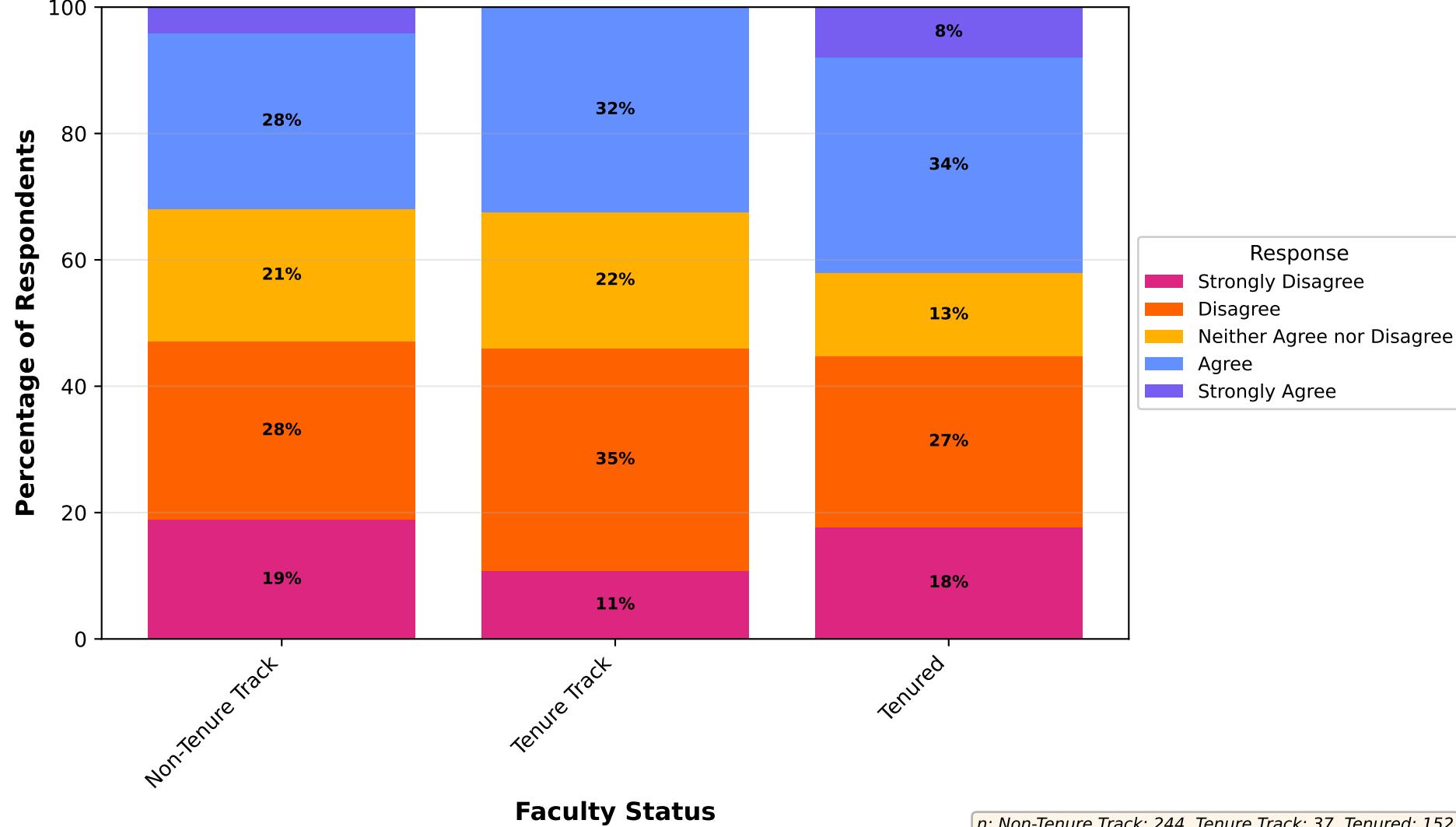
**Q34: To what extent do you agree: Non-tenure-track faculty have the same service obligations as tenure...**



### Q35: How satisfied are you with your opportunities to participate in departmental governance?

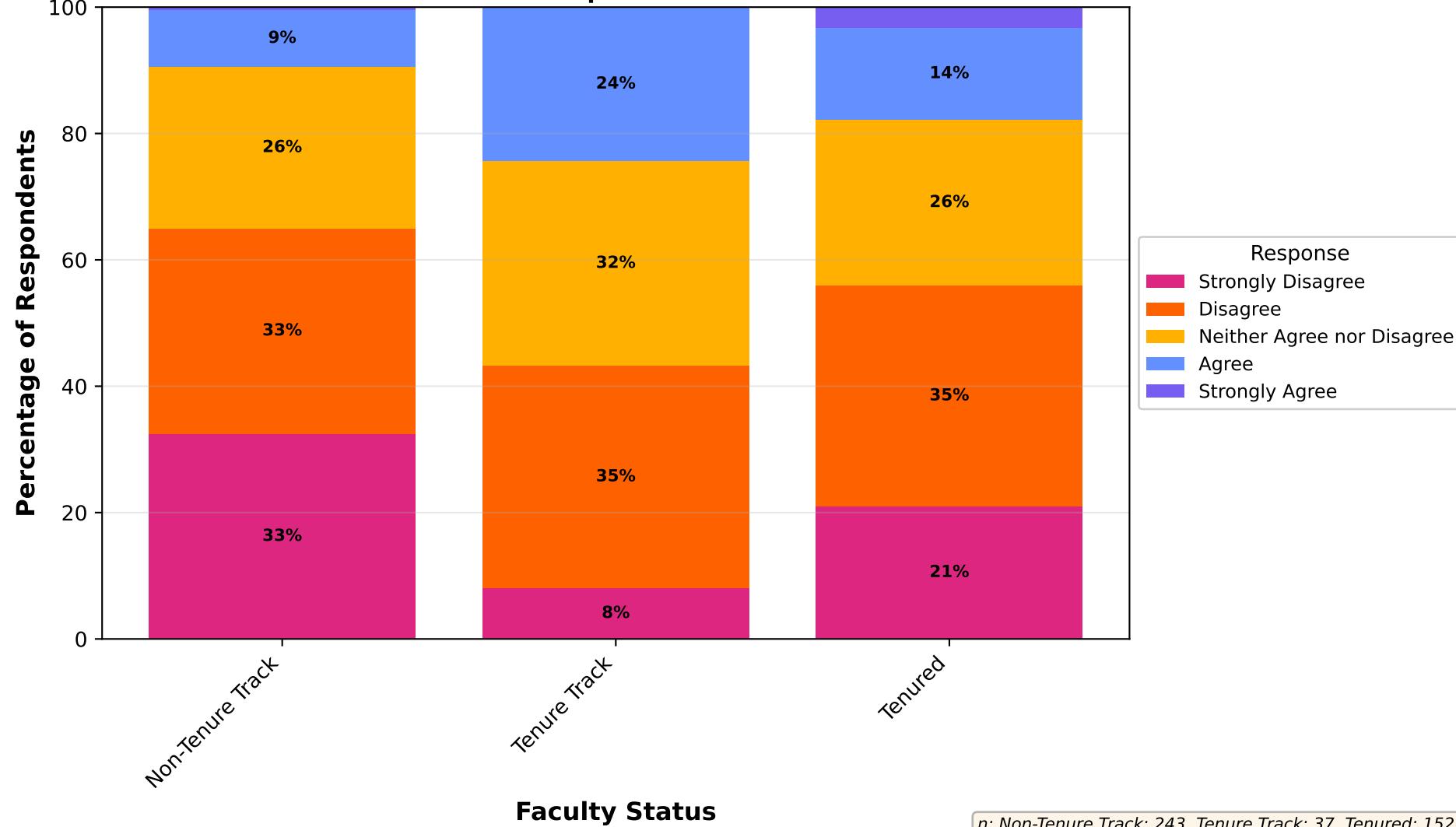


**Q36: To what extent do you agree: I understand what the "one faculty model" means at this institution.**



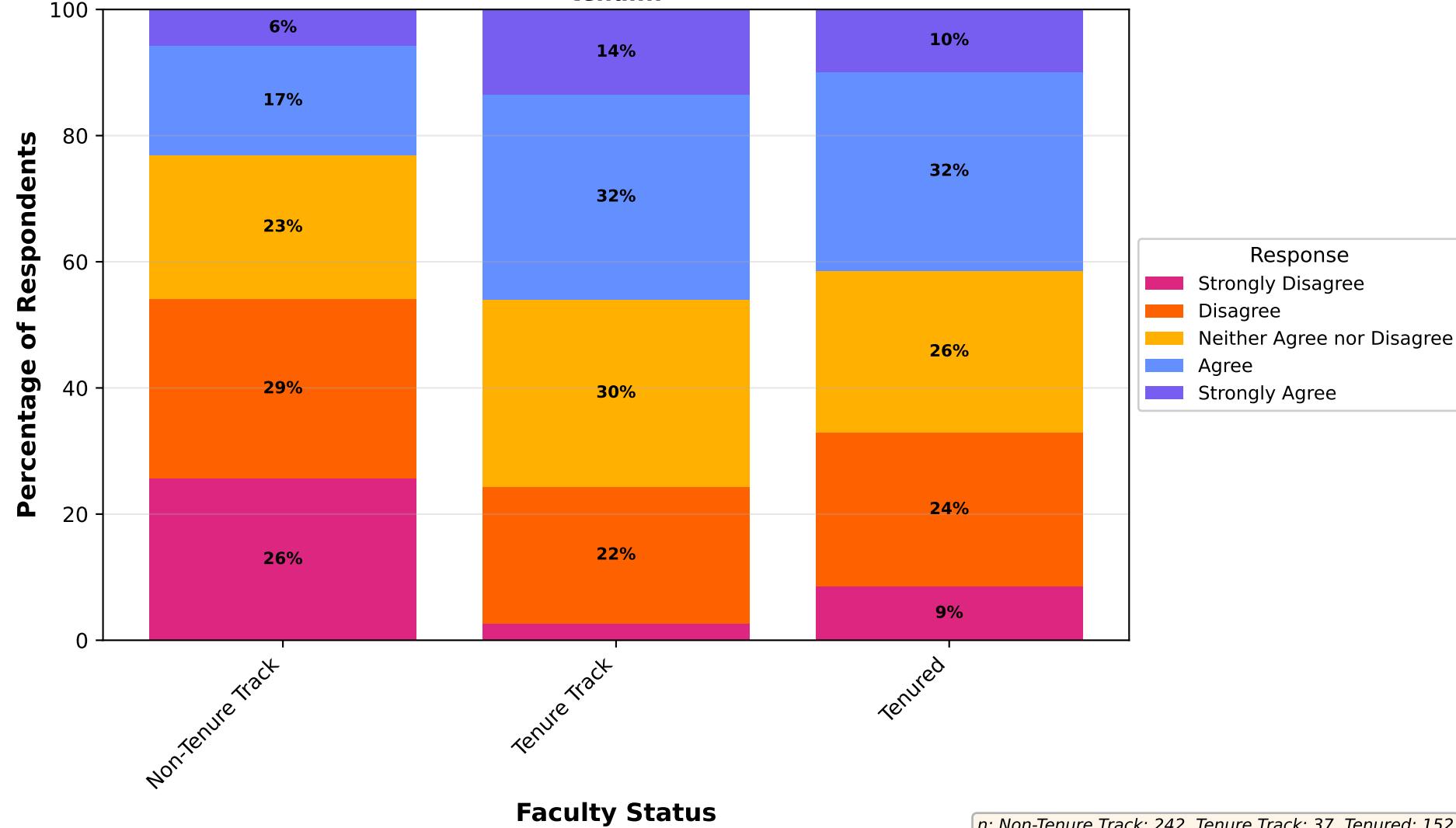
*n: Non-Tenure Track: 244, Tenure Track: 37, Tenured: 152*

**Q38: To what extent do you agree: The "one faculty model" at our institution genuinely provides equal ...**



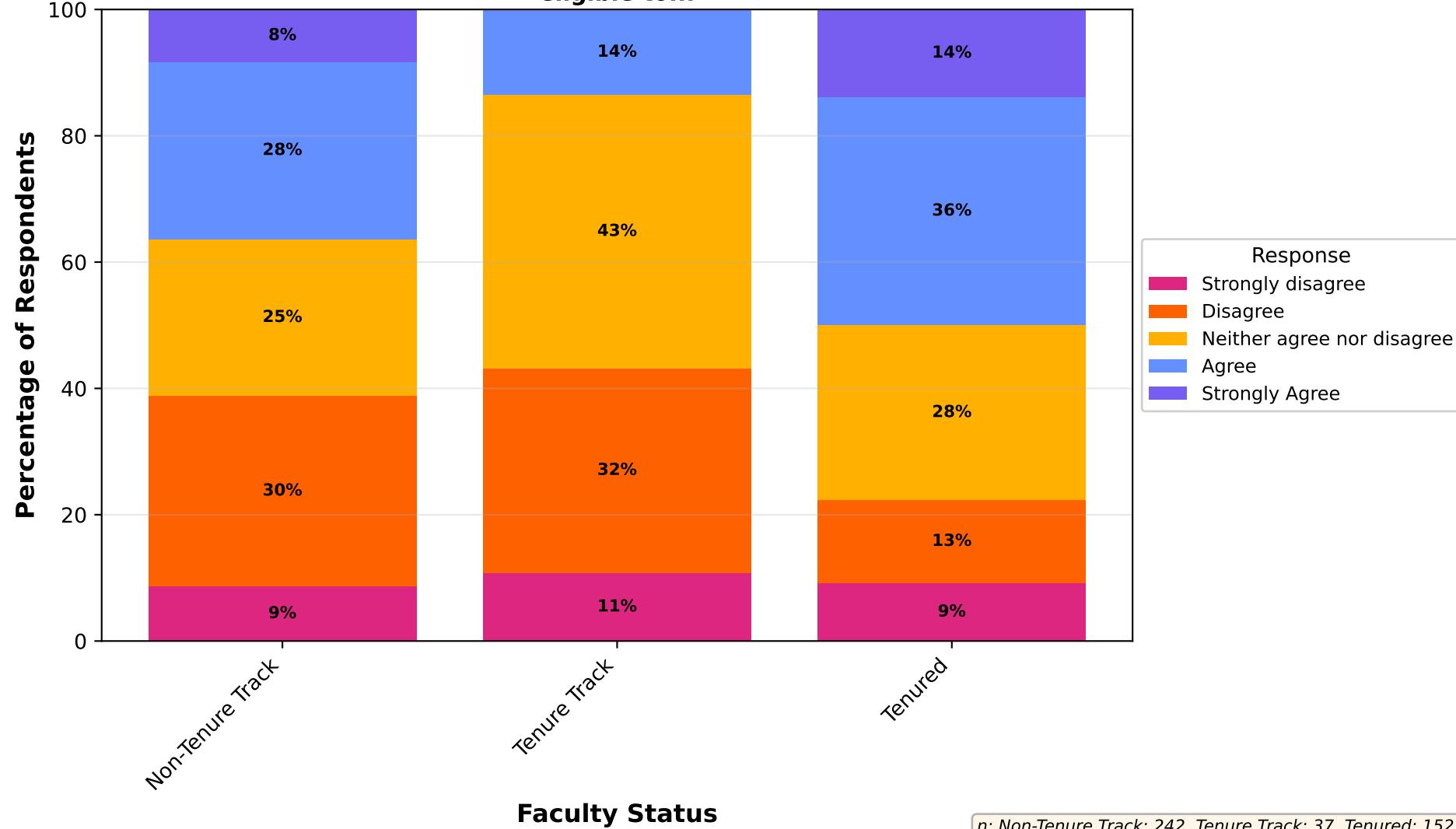
*n: Non-Tenure Track: 243, Tenure Track: 37, Tenured: 152*

**Q39: To what extent do you agree: In practice, non-tenure-track faculty are treated as equals to tenur...**



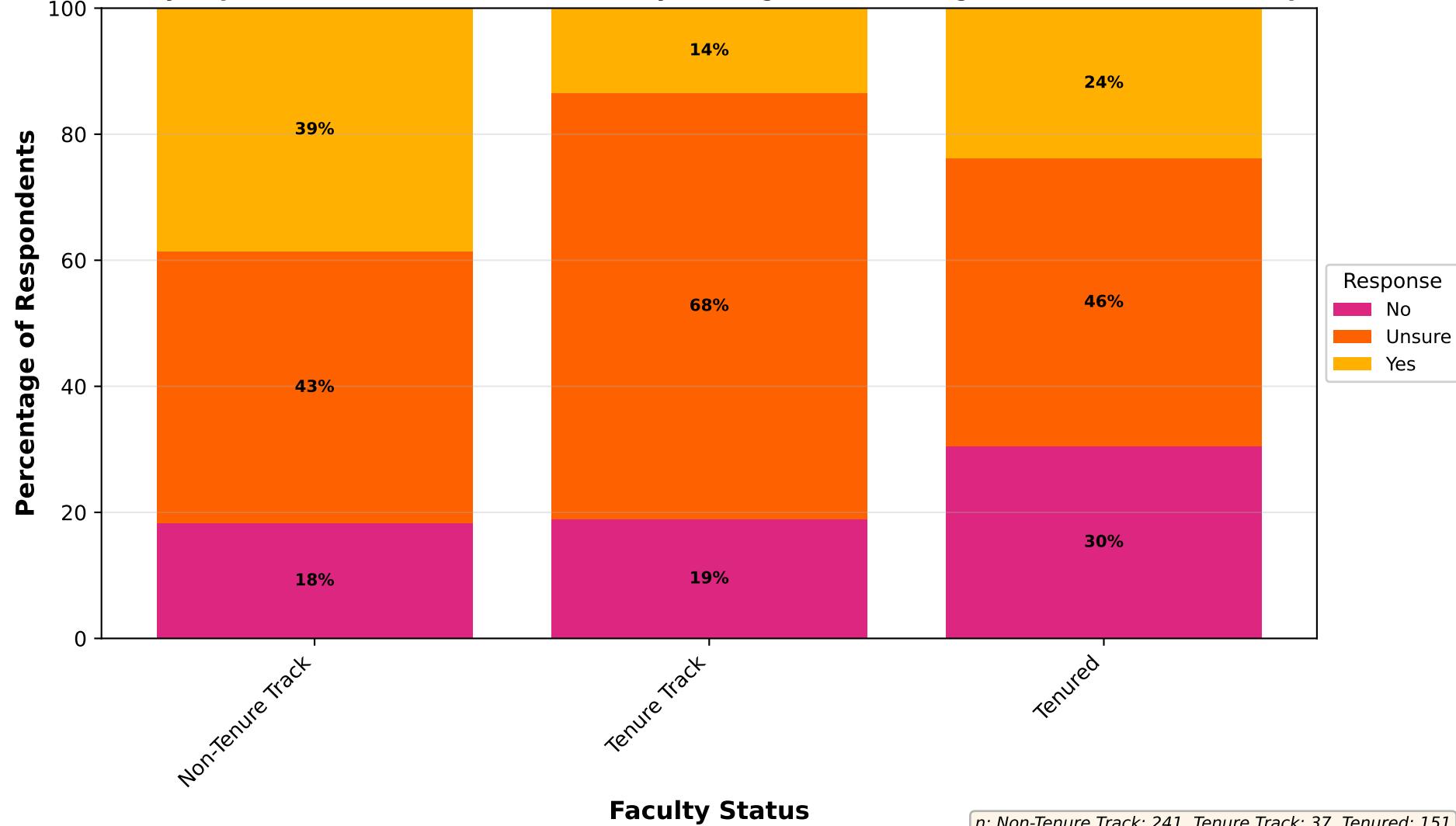
*n: Non-Tenure Track: 242, Tenure Track: 37, Tenured: 152*

**Q40: To what extent do you agree: I clearly understand which administrative positions I am eligible to...**

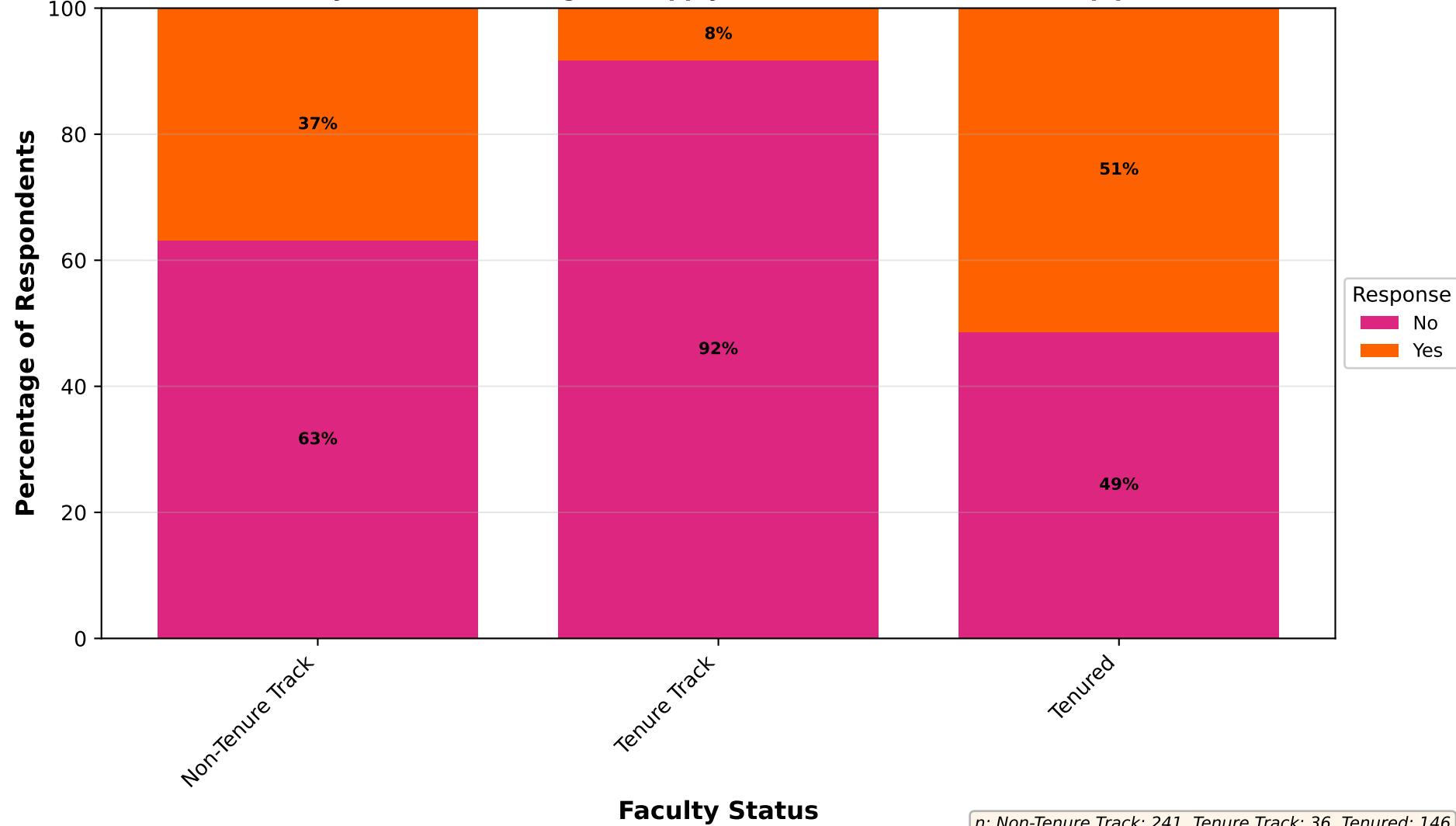


*n: Non-Tenure Track: 242, Tenure Track: 37, Tenured: 152*

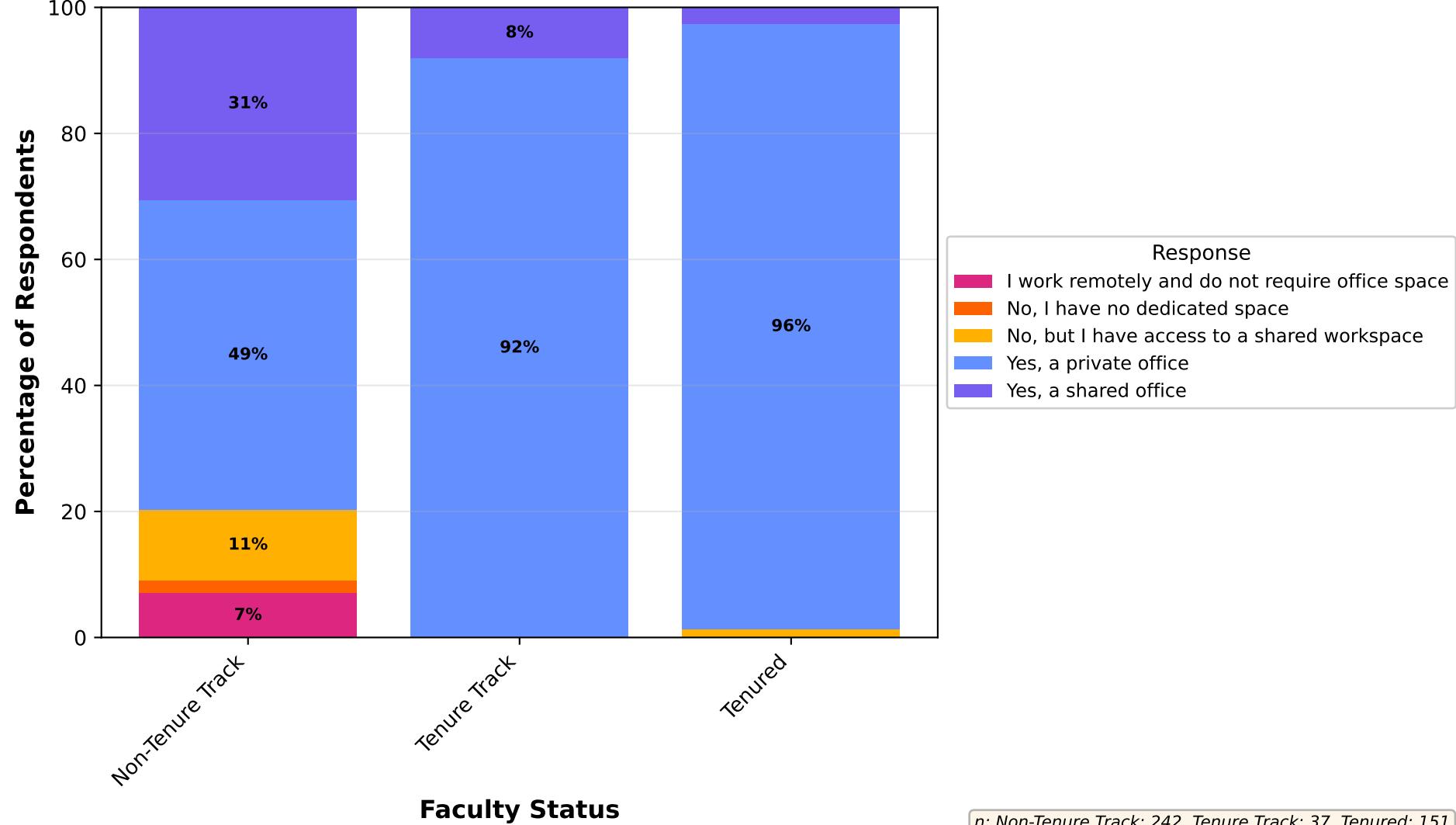
**Q41: In my department, non-tenure-track faculty are eligible to hold higher-level administrative posit...**



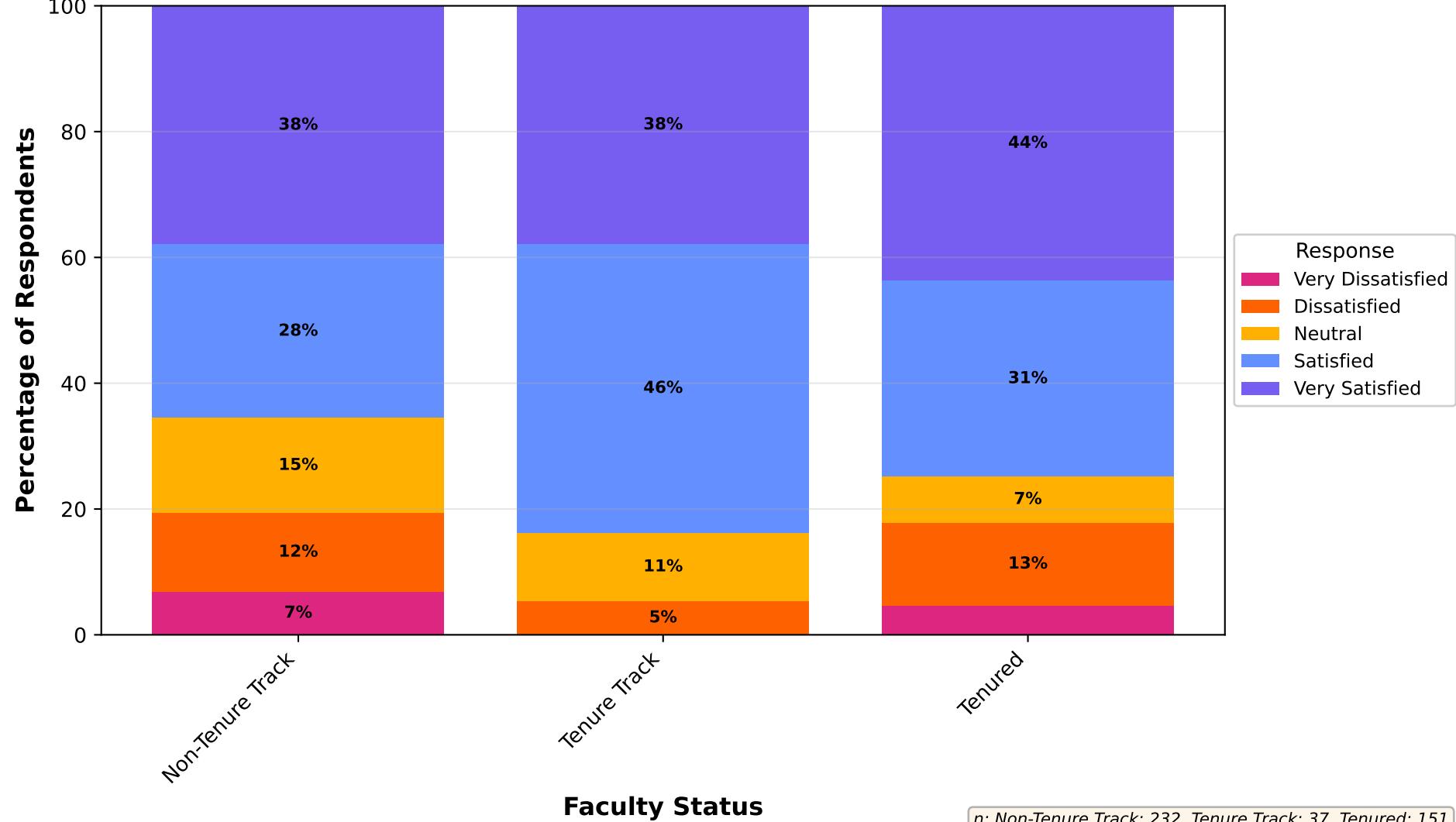
## Q42: Have you been encouraged to apply for administrative leadership positions?



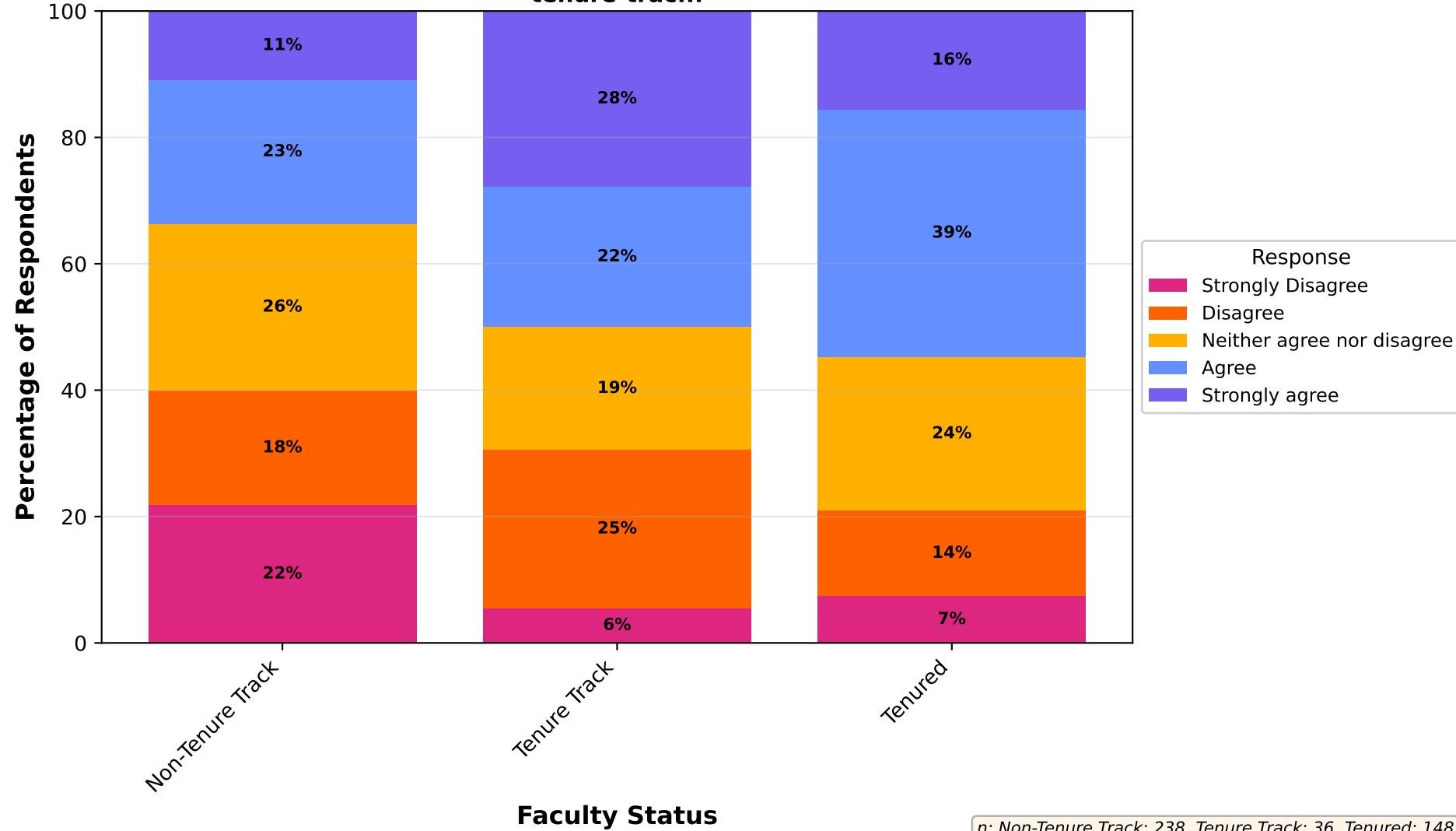
### Q43: Do you have dedicated office space?



#### Q44: How satisfied are you with your office space arrangements?

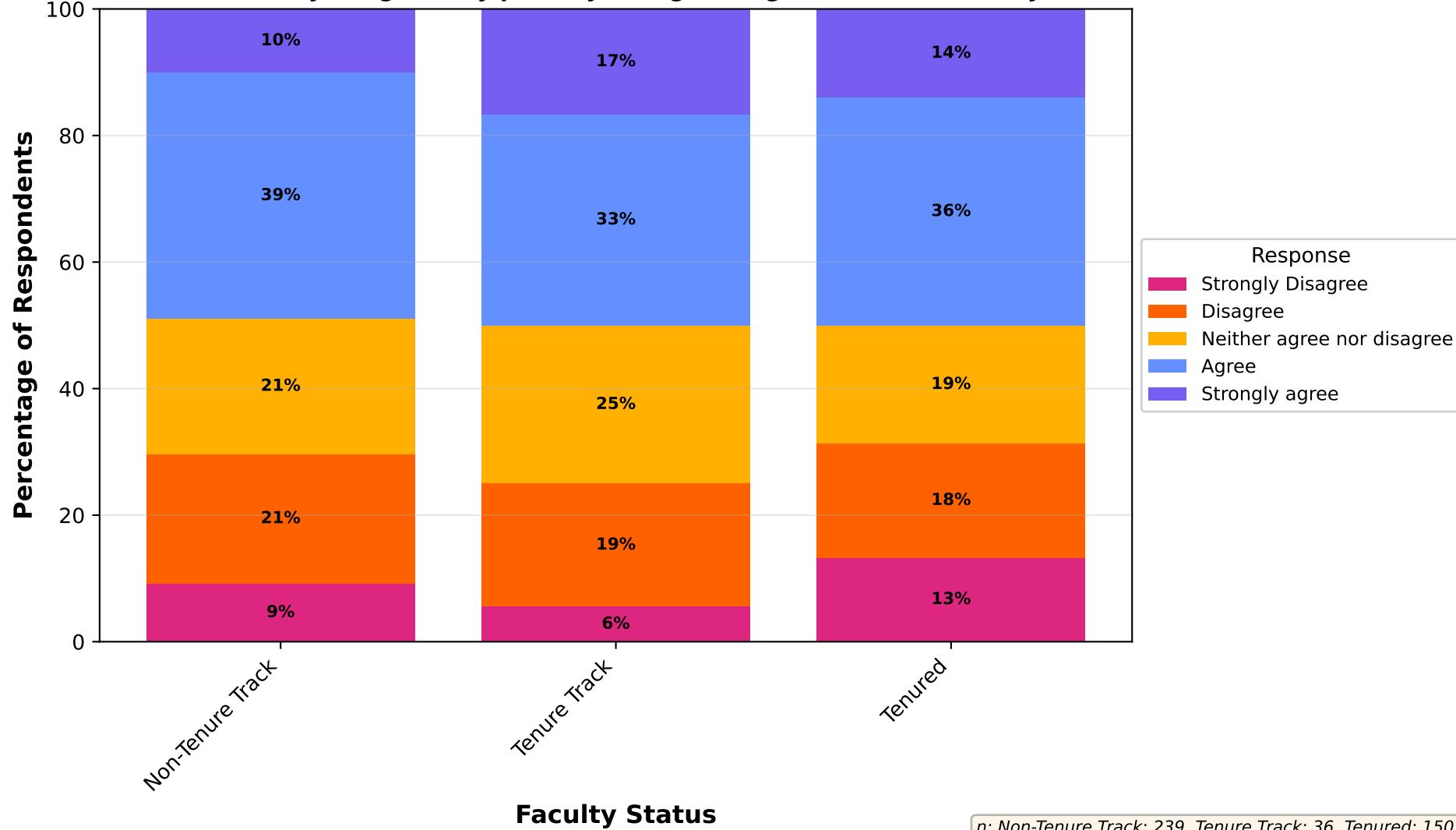


**Q45: To what extent do you agree: Non-tenure-track faculty have comparable office space to tenure-trac...**



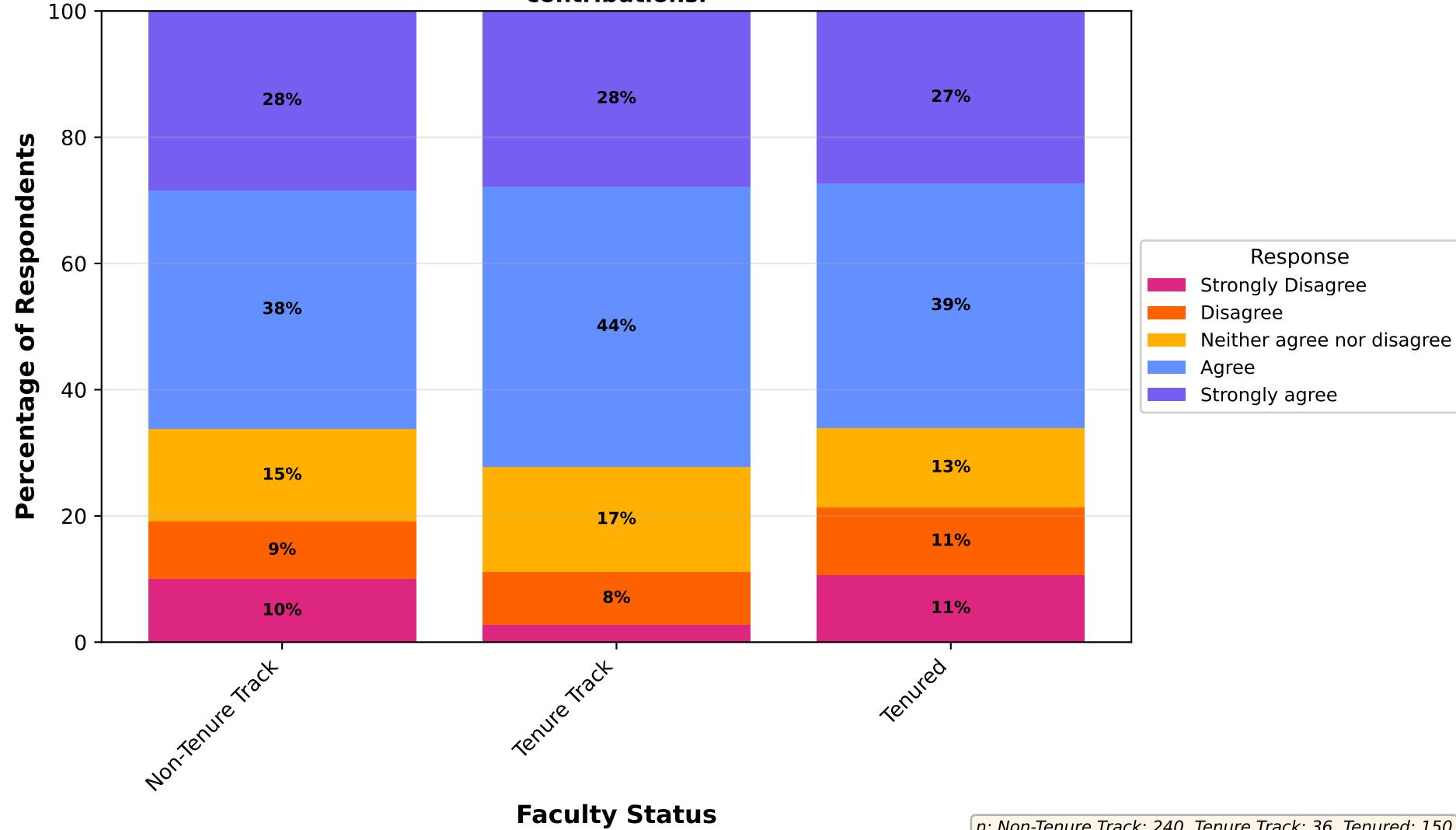
*n: Non-Tenure Track: 238, Tenure Track: 36, Tenured: 148*

**Q46: To what extent do you agree: My primary college recognizes and values my contributions.**



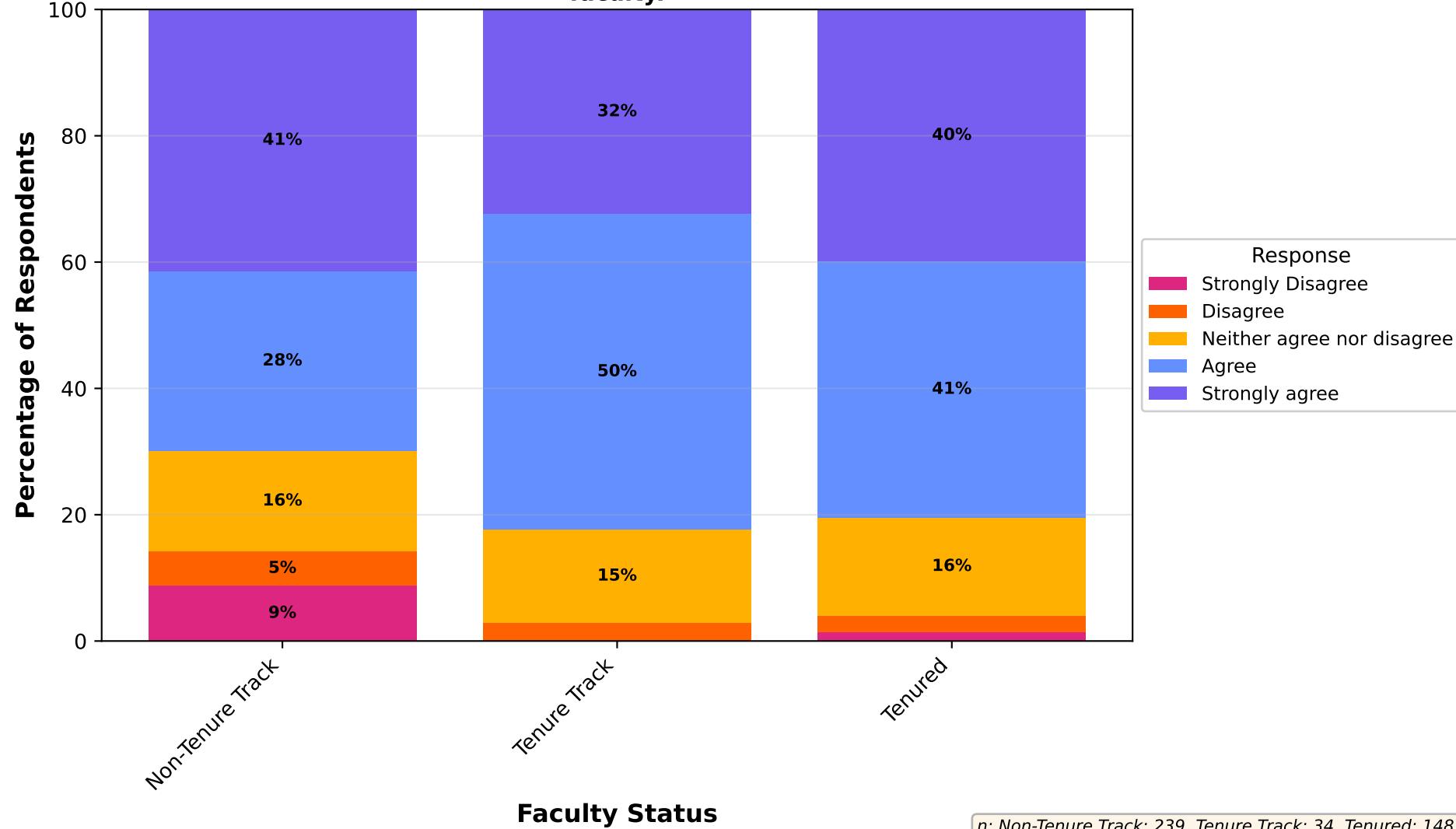
*n: Non-Tenure Track: 239, Tenure Track: 36, Tenured: 150*

**Q49: To what extent do you agree: My primary department recognizes and values my contributions.**

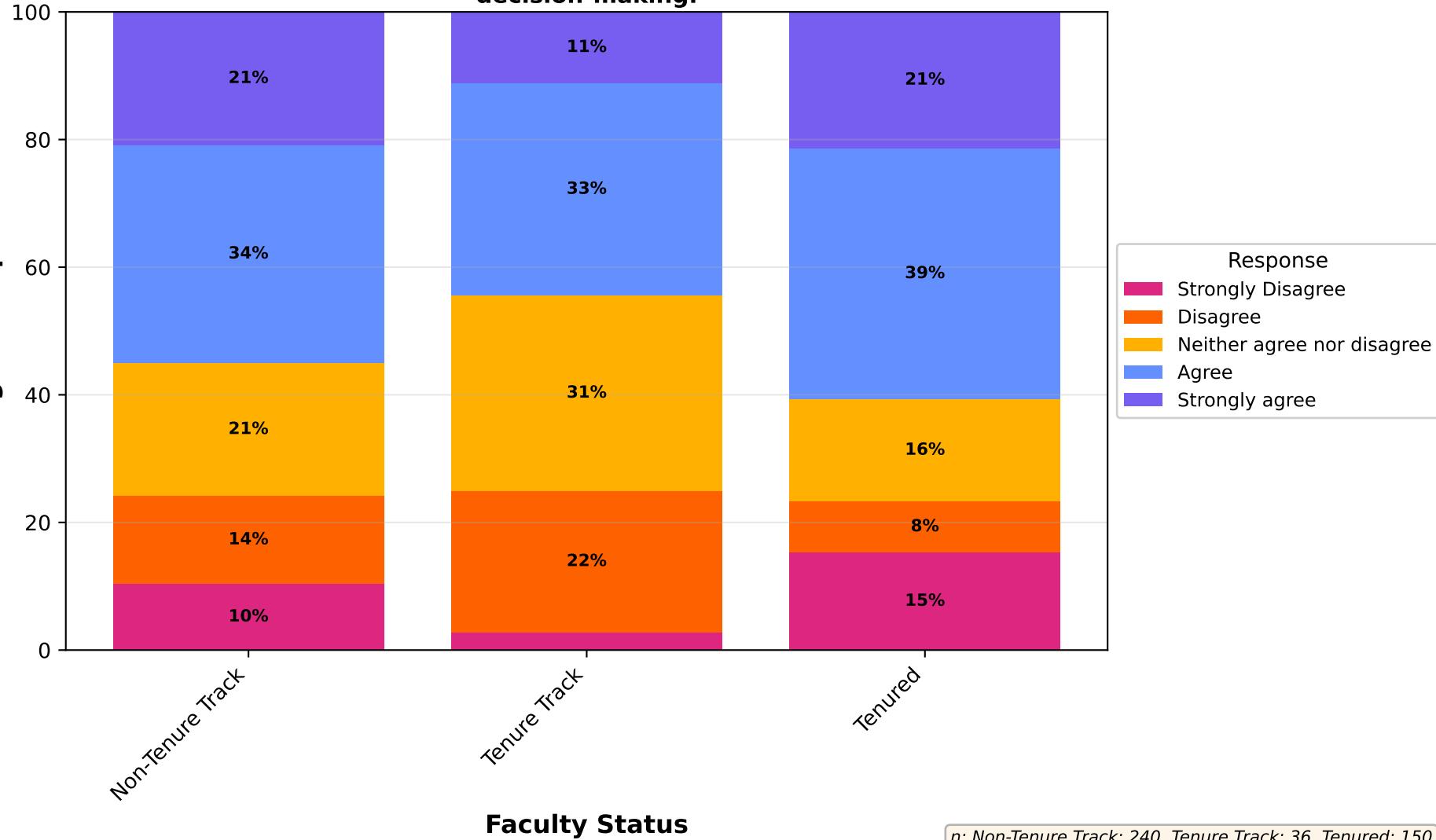


*n: Non-Tenure Track: 240, Tenure Track: 36, Tenured: 150*

**Q48: To what extent do you agree: My department chair is supportive of non-tenure-track faculty.**

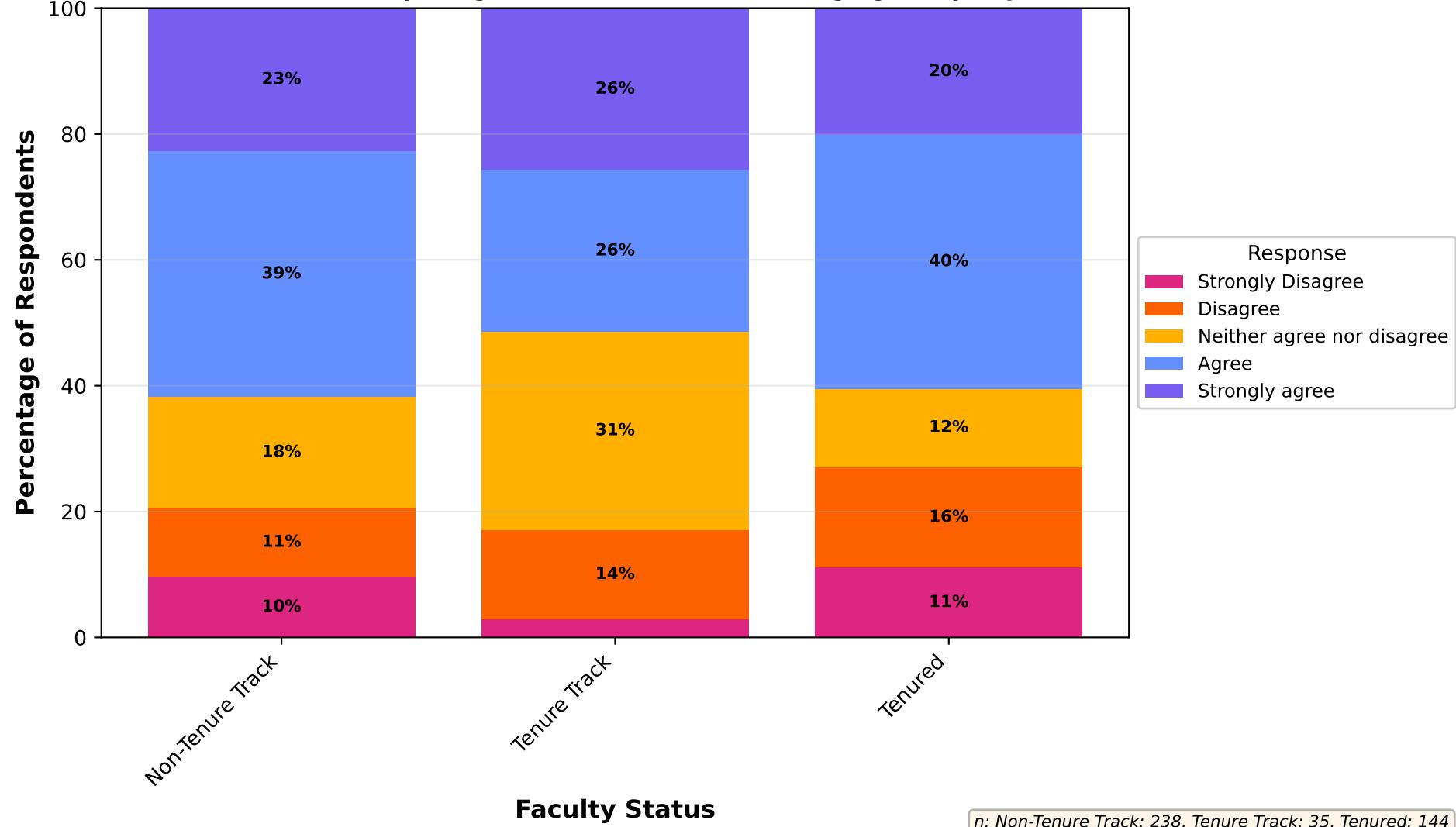


**Q50: To what extent do you agree: I feel included in departmental communications and decision-making.**

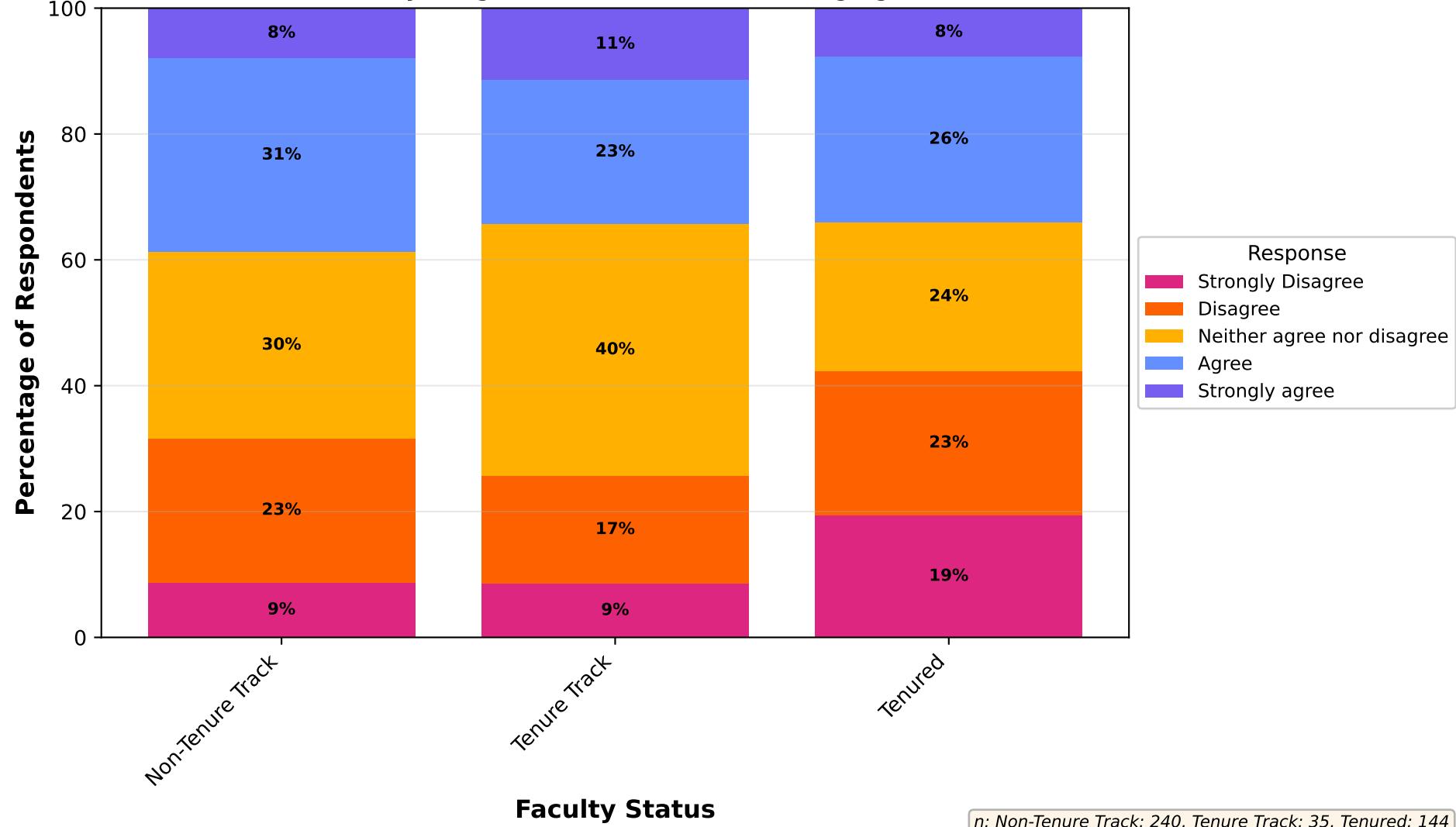


*n: Non-Tenure Track: 240, Tenure Track: 36, Tenured: 150*

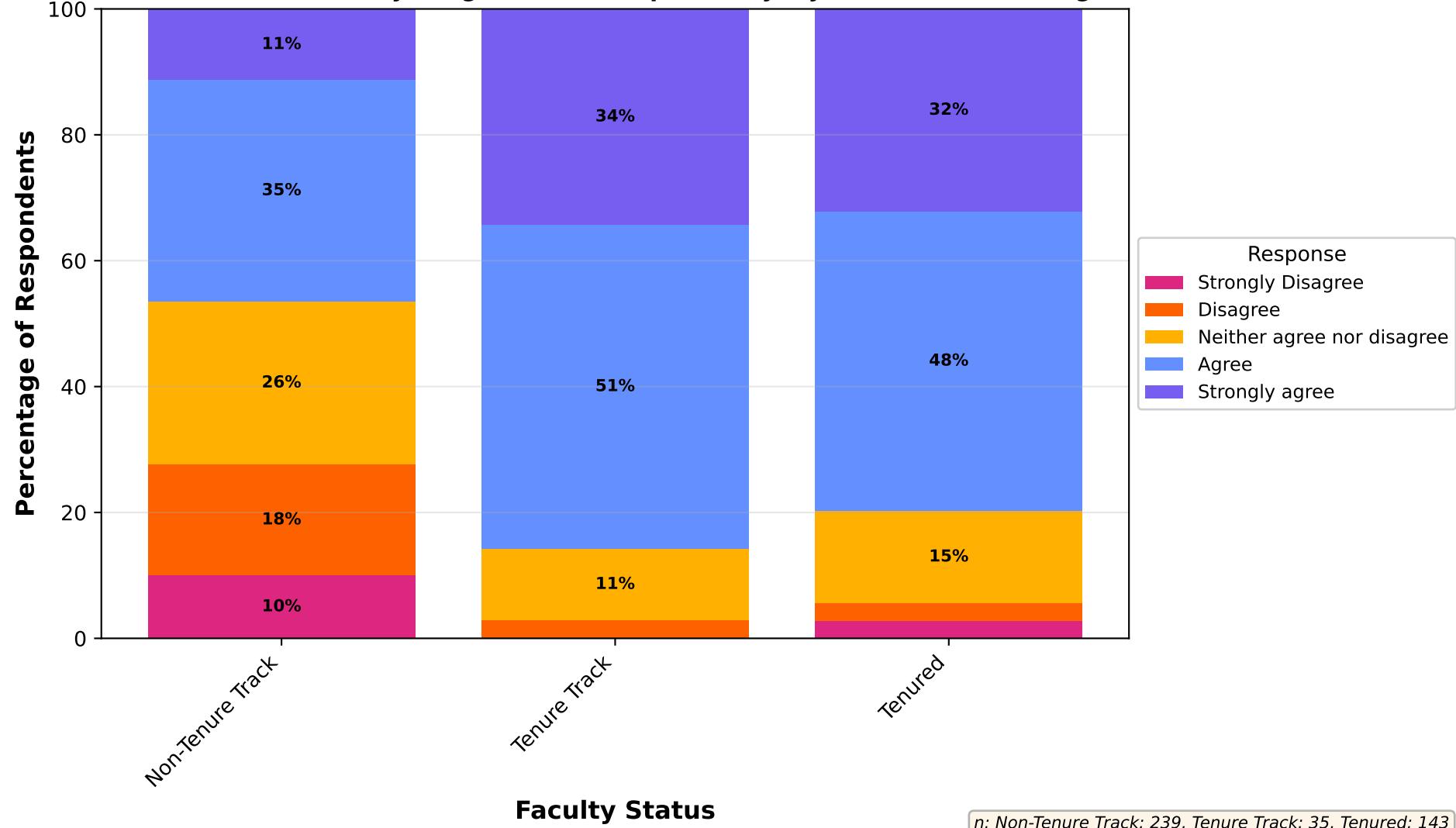
### Q51: To what extent do you agree: I feel a sense of belonging in my department.



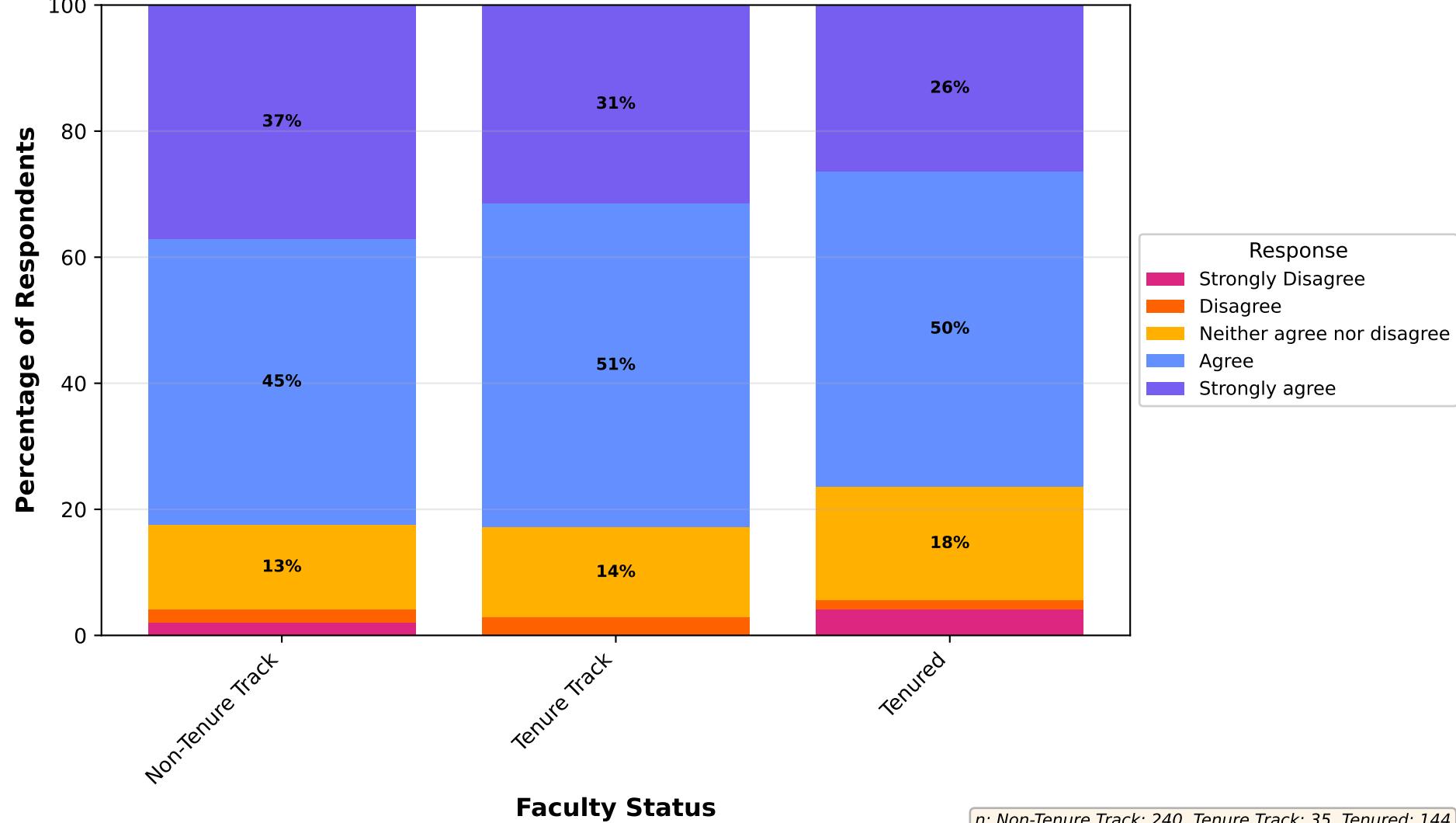
## Q52: To what extent do you agree: I feel a sense of belonging at this institution.



### Q53: To what extent do you agree: I feel respected by my tenure-track colleagues.

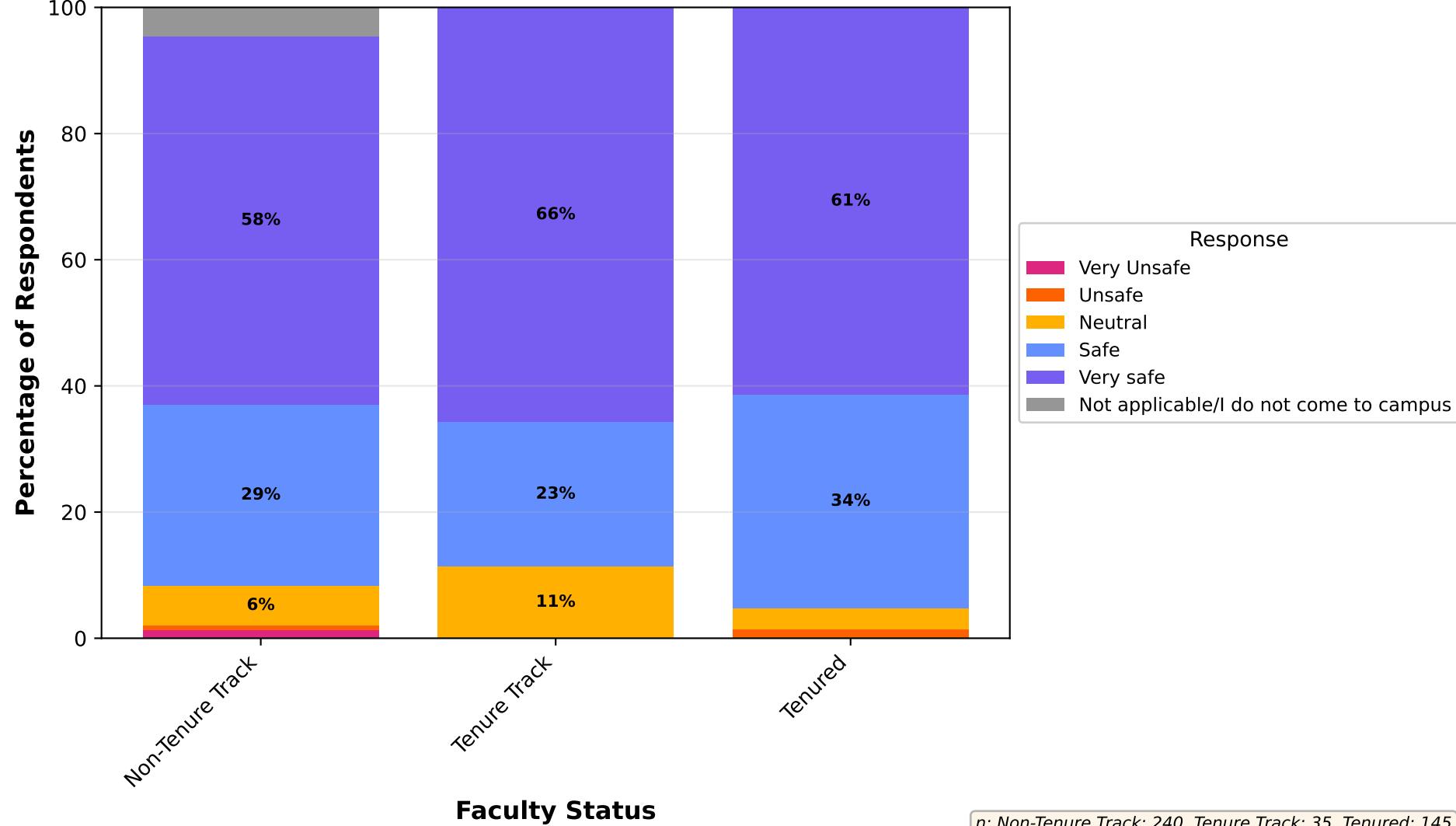


### Q54: To what extent do you agree: I feel respected by my non-tenure-track colleagues.



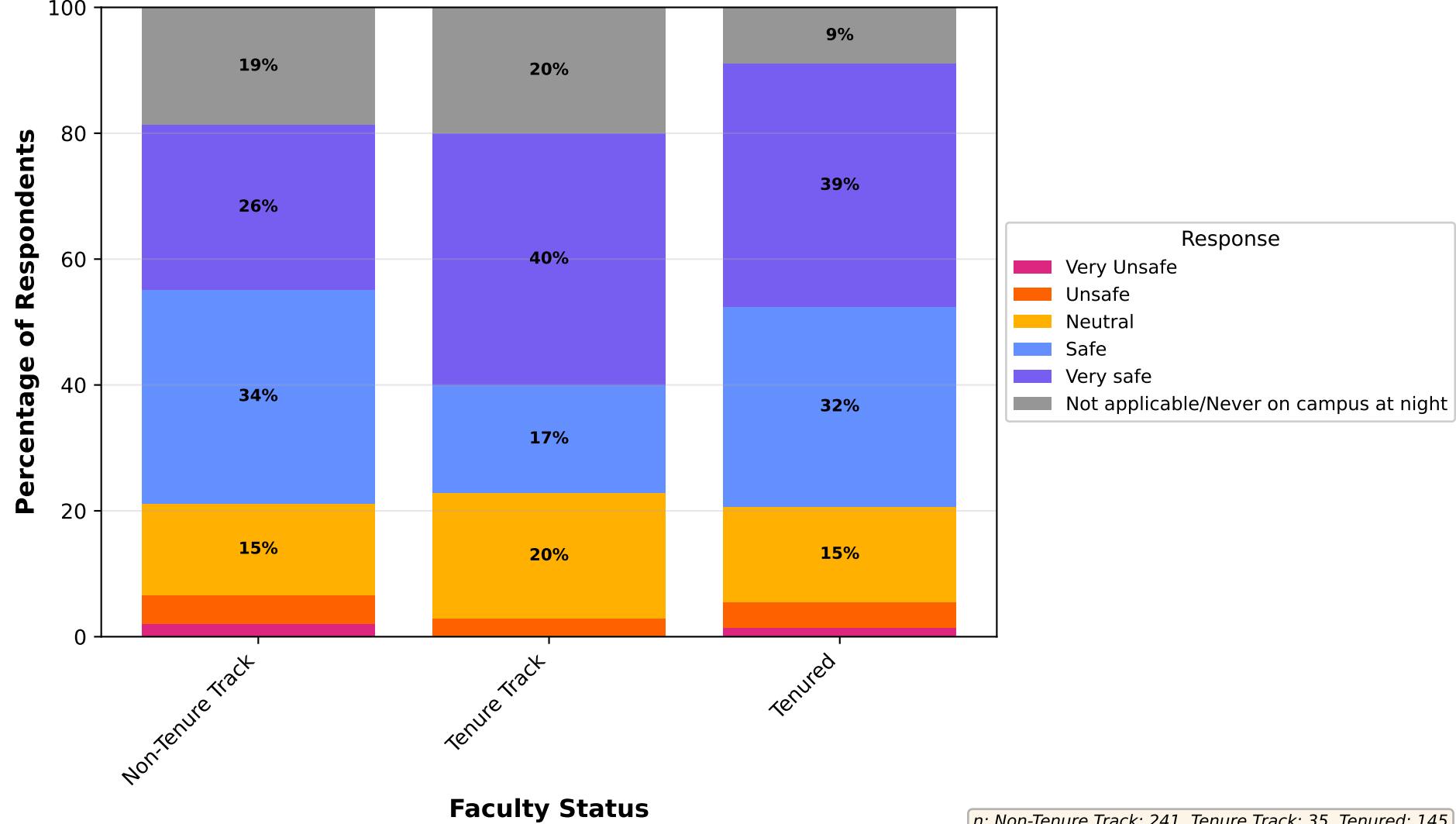
*n: Non-Tenure Track: 240, Tenure Track: 35, Tenured: 144*

## **Q55: How safe do you feel on campus during the day?**



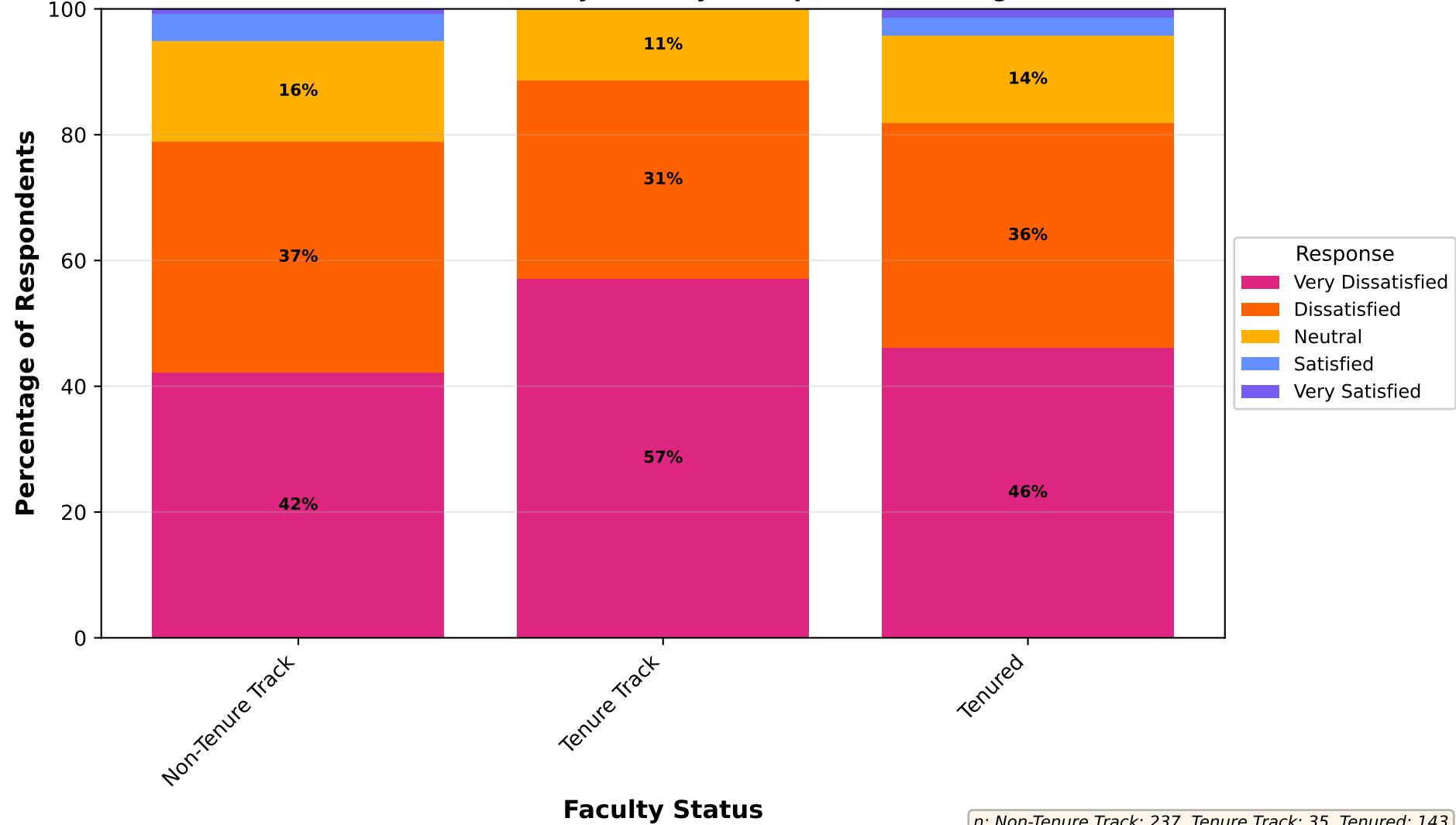
*n: Non-Tenure Track: 240, Tenure Track: 35, Tenured: 145*

## Q56: How safe do you feel on campus at night?

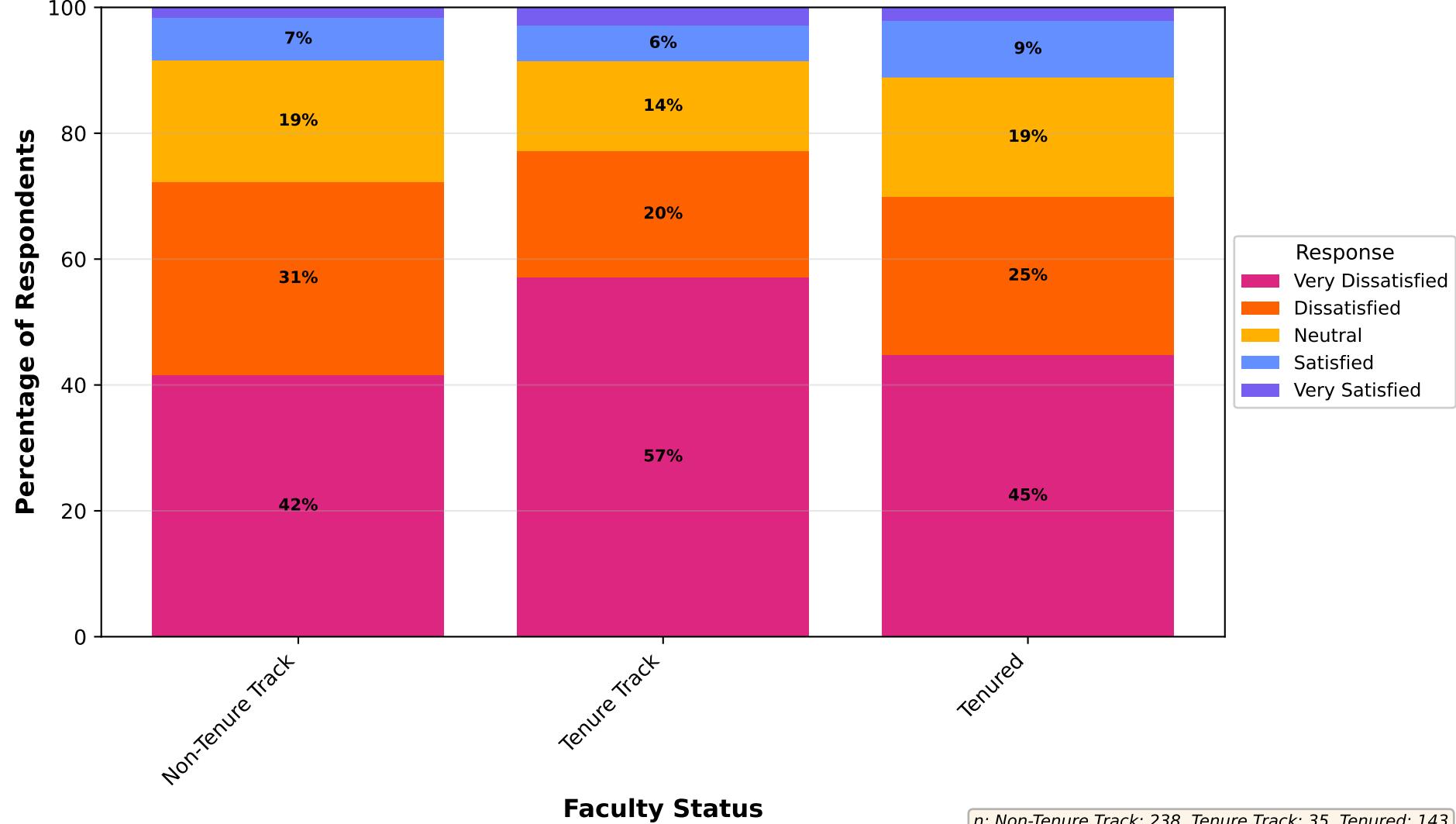


*n: Non-Tenure Track: 241, Tenure Track: 35, Tenured: 145*

## Q57: How satisfied are you with your department's budget?



## Q58: How satisfied are you with your college's budget transparency?



### Q59: How satisfied are you with the University's budget transparency?

